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JOURNAL OF THE DIOCESE OF OLYMPIA



79TH ANNUAL CONVENTION
NOVEMBER 3 & 4, 1989

JOURNAL
OF THE
SEVENTY-NINTH ANNUAL MEETING
OF THE
DIOCESE OF OLYMPIA



NOVEMBER 3-4, 1989
SEATTLE, WASHINGTON

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BEQUESTS

The Minister of the Congregation is directed to instruct the people, from time to time, about the duty of Christian parents to make prudent provision for the well-being of their families, and of all persons to make wills, while they are in health, arranging for the disposal of their temporal goods, not neglecting, if they are able, to leave Bequests for religious and charitable uses. (1979 Book of Common Prayer, page 445).

Bequests in our Wills make it possible for us to continue our interest and support of the Church's work, and give to the Church more power and stability to do what our Lord commands us to do. Bequests for mission churches are administered by the Board of Directors and the Board will also gladly administer funds left to parish churches or other diocesan institutions.

Your lawyer will help you in making your Will. He will want to know that the following form of bequest is the appropriate one. You may want to add any special purposes for which you wish your bequest to be used, or some particular parish or mission church you want the help to go to. The Board, of course is bound to abide by your decision.

FORM OF BEQUEST

I hereby give, devise and bequeath unto the DIOCESE OF OLYMPIA, INC., a corporation organized and existing under and by virtue of the laws of the State of Washington, for religious, educational, and charitable use, the sum of \$_____.

CANON 16 STATED OFFERINGS

- (1) The Church School Lenten Offering for special missionary purpose designated by the Episcopal Council.
- (2) An offering on Thanksgiving Day or the Sunday previous to or following, for the Diocesan Emergency Fund or such other purposes as the Convention or Council may determine.
- (3) An Offering for the Bishop's Discretionary Fund on the day of the official visitation of the Bishop.

Resolution - May 23, 1955

The annual offering now raised in our churches to further the work of education for the ministry of the Church, on a day known as Theological Education Sunday, to be divided equally, one-half to the Church Divinity School of the Pacific, and one-half at the discretion of the clergyman in charge, to the seminary or seminaries represented on the staff of the church in which the offering is taken. In the event of a vacancy in a parish or mission the entire amount is to be given to the Church Divinity School of the Pacific.

THE SEVENTY-NINTH ANNUAL MEETING OF
THE DIOCESE OF OLYMPIA

DIOCESAN HOUSE: 1551 Tenth Avenue East, Seattle, WA 98102
Mailing Address: P.O. Box 12126, Seattle, WA 98102
Telephone (206)325-4200
Fax (206)325-4631

OFFICERS OF THE CONVENTION

BISHOPS

The Right Reverend Robert Hume Cochrane, D.D.
The Rt. Rev. Vincent W. Warner, D.D.

SECRETARY

The Reverend John G. Schaeffer

TREASURER

Mrs. Joyce McConnell

CHANCELLOR

Mr. DeWitt Williams

HISTORIOGRAPHER

The Reverend Charles F. Schreiner, Ph.D.

ARCHIVIST

Mrs. Peggy Ann Hansen

STANDING COMMITTEE - 1990

The Rev. Allan Parker (Convention) 1989		
The Rev. Stephen Gehrig	1990	Mrs. Ruth Schmidt 1990
The Rev. Hollis Williams, Jr.	1991	Mrs. Betty Mitchell 1991
The Rev. Donald Maddux	1992	Mrs. Barbara Larson 1992
The Rev. John W. Gibbs	1993	Mrs. Andrea Williams 1993

CONVOCATION PRESIDENTS

Central	Mr. William Jordan
Northern	Mrs. Evelyn Shipman
Overlake	The Reverend Roy Green, Jr.
Peninsula	The Reverend Joseph Carney
Pierce	Mr. Mark Adams
Seattle North	The Reverend Thomas Dement
Seattle South	Doctor Bill Peterson
Southern	Mr. Bill Jessett
South King	The Reverend Paul Rietmann

DIOCESAN COUNCIL

Bishop, The Rt. Rev. Robert Hume Cochrane (retired 12/31/89)
Bishop Coadjutor, The Rt. Rev. Vincent W. Warner
President, Standing Committee, The Rev. Stephen Gehrig

Elected by Convention:

Class of 1990

Mr. Duncan A. Bayne
Mrs. Jane Clemmons
The Rev. Don Smith

Class of 1992

The Rev. Paul Collins
Mr. John E. Ederer
Mr. Ronald Cowan

Bishop's Appointments:

1990 The Rev. Edward Rankin

1992 Mrs. Sue Wohlford

Class of 1991

The Rev. Barrett Lindsey
Mrs. Carol Teays
Mrs. Lucy S. Thompson

Class of 1993

The Rev. Peter Lai
Mr. Ted Casimes
Mrs. Diana Wood

1991 Mrs. Jody Prongay

1993

DIOCESE OF OLYMPIA, PROGRAM AND ADMINISTRATION

The Rt. Rev. Robert H. Cochrane, D.D., Bishop of Olympia (ret '89)
The Rt. Rev. Vincent W. Warner, Bishop of Olympia (Jan 1/90)
The Ven. Wallace Bristol, D.D., Metropolitan Archdeacon, Seattle*
The Ven William M. Burnett, Northern Archdeacon*
The Ven. Robert Christie, Central and Southern Archdeacon*
The Ven. John B. Winn, Pierce and Peninsula Archdeacon*
Dr. James F. Hodges, Vice President for Finance
Mr. Raymond Copin, Deputy for Administration
Mrs. Joyce McConnell, Treasurer
Mr. William Tubbs, Director, Huston Conference Center
Mr and Mrs Burt Duncan, Directors, St. Andrew House
Ms. Betsy Greenman, Director Christian Education & Training
Ms. Nancy Harris, Dean, Diocesan School of Theology*
Clergy Residency Program Coordinator*
Mrs. Joanne Scallon, Editor, Evergreen Messenger*
Ms. Cheryl Larsen, Human Needs Coordinator*
The Rev. Mary Drew, Hospital Chaplaincy Coordinator*
Mrs. Nancy Wolfe, Director for Youth

*Part time

CATHEDRAL CHAPTER

Bishop, The Right Reverend Vincent W. Warner
Dean, The Very Rev. Frederick Bowen Northup
Standing Committee President, The Rev. Stephen Gehrig
The Chancellor of the Diocese, Mr. DeWitt Williams
The Chancellor of the Cathedral, Mr. J. Vernon Williams

From the Cathedral Congregation:

Mrs. Diana Gale
Mrs. Linda Leisy
Mr. Tom Huntley
Mr. Ken Munson

Elected by Convention:

The Rev. Patrick Tomter
Mrs. Diane Sherman
The Rev. Roy D. Green
Mrs. Jean Perry
Mrs. Sandy Mathis
The Rev. Judith McDaniel

THE CHURCHWOMEN

President	Mrs. Daniel Lyons (Maureen)
First Vice President	Mrs. William R. Mathis (Sandy)
Second Vice President	Mrs. Gerald Wheeler (Mary)
Third Vice President	Mrs. Richard Connelly (Mary)
Secretary	Mrs. Frank Caldwell (Elizabeth)
Treasurer	Mrs. Helen Fawthrop
United Thank Offering Coordinator	Mrs. Herman Harrison (Patricia)

Members at Large, Executive Board:

Mrs. Ralph Fuller (Marie)
Mrs. Steven Baris (Elizabeth)
Mrs. David Parker (Jan)
Mrs. Theodore Palo (Lucelia)
Mrs. Shirley Alden

Altar Guild Directress	Mrs. G.R. Garman (Sherry)
Church Periodical Club	Mrs. Herbert Nelson (Alice)
Daughters of the King	Mrs. Christopher Allaire (Nancy)
Seminarian Scholarship Fund	Mrs. Phoebe Gilbert

BOARD OF DIRECTORS - DIOCESE OF OLYMPIA, INC.

Ex officio	The Rt. Rev. Vincent W. Warner, President
	Dr. James F. Hodges, Vice President
	Mrs. Joyce McConnell, Treasurer
	The Rev. John G. Schaeffer, Secretary
	Mr. DeWitt Williams, Chancellor

Directors appointed by Bishop, Confirmed by Diocesan Convention

Mr. Norton Clapp	1990
Mr. William Wilton	1990
Mr. Samuel H. Brown	1991
The Rev. Michael W. Creighton	1991
Mr. William E. Schneider	1991
The Rev. James H. Blundell	1992
Mr. Clarice Cedergreen	1992
Mrs. Laura Saunders	1992

OFFICERS OF THE CORPORATION

The Rt. Rev. Vincent W. Warner, President
Dr. James F. Hodges, Vice President for Finance
Mr. Raymond Copin, Vice President for Administration
The Rev. John G. Schaeffer, Secretary
Mrs. Ruth S. Adams, Assistant Secretary
Mrs. Joyce McConnell, Treasurer
Mrs. Christine Smith-Clark, Assistant Treasurer

JAMES F. HODGES DIOCESAN INVESTMENT FUND BOARD

Ex Officio: The Rt. Rev. Vincent W. Warner
 Dr. James F. Hodges, Vice President
 Mrs. Joyce McConnell, Treasurer

Mr. William Wilton, Chairman	Mr. Wylie Hemphill
Mr. C. Calvert Knudsen	Mr. George M. Lhamon
Mr. Furman Moseley	Mr. McCall Richey
Mr. Bruce Robb	

THE TRIAL COURT

The Rev. Canon William Forbes, Chairman	
The Rev. Stanley G. Fowler, Jr.	The Rev. John P. Gorsuch
The Hon. George E. Revelle	The Rev. Hardyn B. Soule
The Hon. Stanley Taylor	The Hon Eugene A. Wright

COMMISSION ON CHURCH ARCHITECTURE

The Bishop, ex officio	
The Rev. Canon Paul E. Langpaap, Chairman	
The Rev. Robert Biever	Mr. James Bryant
The Rev. Ralph Carskadden	Mr. Michael E. Chang
Mr. Austin Grant	Mr. Peter Hallock
Mr. R.D. Melim	Mr. James E. Perry
Mr. Ralph Provencal	Mr. Gary Tisdale
Mr. Nathan Thomas	The Rev. Walter Truitt
Mr. Lawrence Waldron	

COMMISSION ON MINISTRY

The Bishop, The Right Reverend Vincent W. Warner	
The Rev. Judith McDaniel, Convenor	1992
The Rev. Hollis Williams, Rep Standing Comm	1990
Mr. Stanley Bechtol	1990
The Ven. Robert L. Christie	1990
Mrs. Tovi Harris	1990
Mr. James Church	1991
The Rev. Kevin Martin	1991
Dr. Keith Moore	1991
Mrs. Susan Kehayes	1992

Ms. Nancy Harris, Dean, School of Theology
Coordinator, Clergy Residency Program
A/D Deputy for Clergy & Congregations
Mrs. George Shipman (Evelyn), Secretary of Vocations
The Rev. John Nemes, Director Diaconal Ministry

HOUSE OF YOUNG CHURCHMAN
President - Ms. Kathy Klein

HONORARY CANONS OF THE DIOCESE OF OLYMPIA

The Rev. John H. Bachus	The Rev. Dennis J. Bennett
The Rev. Rudolf Devik	The Rev. Williams Forbes
The Rev. Paul E. Langpaap	The Rev. George Foster Pratt
The Rev. Richard K. Toll	

HONORARY CANONS OF OTHER DIOCESES

The Rev. Curtis Zimmerman, Honorary Canon, Diocese of Hawaii
The Rev. Peter Moore, Honorary Canon, Diocese of Indianapolis

COLLEGE MINISTRY COORDINATOR - The Rev. Barrett Lindsey

CHAPLAINCY, PACIFIC LUTHERAN UNIVERSITY - The Rev. Patrick Tomter

CHAPLAINCY, UNIVERSITY PUGET SOUND -

EXAMINING CHAPLAINS

The Reverend John Fergusson, Administrator
The Reverend Kenneth Grabinski
The Reverend Judith McDaniel
The Reverend Canon Peter Moore
Mr. Donald Mullins
The Reverend Allan Parker
The Reverend Robert Rhodes
The Reverend Ralph Stewart

THE CONGREGATIONS OF THE DIOCESE

NORTHERN CONVOCATION

Anacortes, Christ Church	Marysville, St. Philip
Bellingham, St. Paul	Mill Creek, St. Francis
Blaine, Christ Church	Monroe, Church of Our Saviour
Camano Island, St. Aidan	Mount Vernon, St. Paul
Darrington, Church of the Transfiguration.	
Edmonds, St. Hilda/St. Patrick	Oak harbor, St. Stephen
Everett, Trinity Parish	Orcas, Emmanuel
Freeland, St. Augustine in the Woods.	Rockport, Developing Cong.
Friday Harbor, St. David	St. Martin/St. Francis
Lopez Island, Grace Church	Sedro-Woolley, St. James
Lynnwood, Emmanuel	Snohomish, St. John

SEATTLE NORTH

Edmonds, St. Alban	Seattle, St. Dunstan
Kenmore, Church of the Redeemer	Seattle, St. George
Seattle, Christ Church	Seattle, St. Luke
Seattle, St. Andrew	Seattle, St. Stephen
Seattle, St. David	

SEATTLE SOUTH CONVOCATION

Seattle, All Saints	Seattle, St. Paul
Seattle, Church of the Ascension	Seattle, St. Peter
Seattle, Church of the Epiphany	Seattle, Pike Market -
Seattle, St. Clement	Sts. Martha and Mary
Seattle, St. James of Jerusalem	(Developing Congregation)
Seattle, St. John the Baptist	Seattle, Trinity Parish
Seattle, St. Margaret of Scotland,	Vashon, Church of the
Seattle, St. Marks Cathedral	Holy Spirit

OVERLAKE CONVOCATION

Bellevue, Church of the Resurrection	Kirkland, St. John
Bellevue, St. Margaret	Medina. St. Thomas
Issaquah, St. Michael & All Angels	Mercer Island, Emmanuel
Overlake Missioner Program:	Redmond, Holy Cross
Snoqualmie, St. Clare, Developing Congregation	
Cottage Lake, Developing Congregation	

SOUTH KING CONVOCATION

Auburn, St. Matthew	Federal Way, Church of the Good Shepherd
Burien (Seattle) St. Elizabeth	Kent, St. James
Des Moines, St. Columba	Maple Valley, St. George
Enumclaw, St. Catherine	Renton, St. Luke

PIERCE CONVOCATION

Gig Harbor, St. John	Tacoma, Holy Family of Jesus
Puyallup, Christ Church	Tacoma, St. Andrew
Tacoma, St. Joseph/St. John	Tacoma, St. Luke's Memorial
Tacoma, All Saints	Tacoma, St. Mary
Tacoma, Christ Church	Tacoma, St. Matthew

PENINSULA CONVOCATION

Allyn, St. Hugh	Port Orchard, St. Bede
Bainbridge Island, St. Barnabas	Port Townsend, St. Paul
Bremerton, St. Paul	Poulsbo, St. Charles
Forks, St. Swithin	Seki, St. Jerome
(Mission of Port Angeles)	(Mission of Port Angeles)
Port Angeles, St. Andrew	Sequim, St. Luke
Port Gamble, St. Paul	Silverdale, St. Antony Egypt
(Chapel of Poulsbo)	Tahuya, St. Nicholas

SOUTHERN CONVOCATION

Battle Ground, Church of the Holy Spirit	
Castle Rock, St. Matthew	Vancouver, All Saints
(Mission of Longview)	Vancouver, Good Shepherd
Cathlamet, St. James	Vancouver, St. Luke
Longview, St. Stephen	(Camas) Washougal, St. Anne

CENTRAL CONVOCATION

Aberdeen, St. Andrew	Olympia, St. Christopher
Centralia, St. John	Olympia, St. John
Chehalis, Church of the Epiphany	Seaview, St. Peter
Hoquiam, Holy Trinity	Shelton, St. David of Wales
Hoodsport, St. Germain	Yelm, St. Timothy
(Mission of Shelton)	
Lacey, St. Benedict	

Missioner Program Congregations:

Elma, St. Luke	Montesano, St. Mark
South Bend, St. John	Westport, St. Christopher

NON-PAROCHIAL CHAPELS AND MINISTRIES

Gold Bar, St. John's Chapel, Huston Center
Seattle, Keator Chapel, Diocesan House
Snoqualmie, St. Bernard's Chapel
Tacoma, Annie Wright School, Raynor Chapel
Tacoma, Episcopal Services for Youth (Faith Home)
Union, Bishop Hubbard Chapel, St. Andrew's House

ARCHDEACON'S DEANERIES

METROPOLITAN - The Venerable Wallace Bristol

Seattle North Convocation
Seattle South Convocation
Overlake Convocation
South King Convocation

NORTHERN - The Venerable William Burnett

Northern Convocation

SOUTHERN - The Venerable Robert Christie

Central Convocation
Southern Convocation

PIERCE AND PENINSULA - The Venerable John B. Winn

Pierce County Convocation
Peninsula Convocation

DIOCESAN CLERGY IN CANONICAL ORDER

November 1, 1989

The Rt. Rev. Robert Hume Cochran	
The Rt. Rev. Ivol I. Curtis, retired	
The Rt. Rev. Vincent W. Warner	
001 Clifford L. Samuelson	051 Patrick A. Tomter
002 William Forbes	052 John P. Gorsuch
003 Poland Miller	053 Jack N. Bigford
004 W. Robert Webb	054 Orme S. Kellett
005 Robert D. McFarland	055 J. Norris Pearson
006 Elmer M. Lofstrom	056 Homer H. Smith
007 J. Burton Salter	057 Douglas R. Wanamaker
008 George Foster Pratt	058 William H.P. Nevils
009 Johnson E. West	059 Jack M. Tench
010 Charles A. Forbes, Jr.	060 John H. Vruwink
011 Richard C. Adams	061 Daniel R. Stewart
012 J. William Bertolin	062 William M. Burnett
013 Richard W. Garlich	063 L. Wayne Bond
014 Edward D. Leche	064 John Mann
015 John G. Schaeffer	065 H. Frederick McLaughlan
016 John A. Huston	066 Robert L. Christie
017 Charles W. Hunter	067 S. Jose Vicent
018 Paul E. Langpaap	068 Stuart M. Stewart
019 Marshall J. Ellis	069 Dean H. Scovell
020 William J. Hunter	070 Robert H. Nye
021 John H. Mighell	071 Philip Peterson, Jr.
022 John B. Winn	072 Michael S. Taylor
023 Harold G. Kappes	073 Kenneth E. Anderson
024 Donald L. Elkins	074 David Dunning
025 John T. Ledger, Jr.	075 Charles F. Schreiner
026 Dennis J. Bennett	076 Geoffrey F. Ethelston
027 Robert L. Baxter, Jr.	077 H. Stewart Ross
028 J. Hubert Miller	078 V. Eugene Wolfe
029 Norman L. Cram	079 Guy C. Sherman
030 Alan Jordan	080 Todd H. Fast
031 David McGirr	081 Robert W. Rhodes
032 John F. Harriman	082 J. Finley Cooper
033 Wallace E. Bristol	083 George M. Sheldon
034 Donald J. Maddux	084 James H. Blundell
035 L. Walter Truitt	085 Gordon Hurst-Barrow
036 Kenneth M. Snyder	086 Allan C. Parker Jr.
037 P.M. Casady	087 Gerard Lawrence
038 Albert K. Van Etten	088 Henry S. Rogers
039 John R. B. Vance	089 John P. Glase
040 Robin L. Luethe	090 Melvin R. Brown
041 George W. Carpenter	091 Richard J. Looney
042 Timothy Nakayama	092 Ronald K. Reddell
043 John L. Gretz	093 John P. Shiveley
044 Henry F. Seaman	094 Paul M. Collins
045 Ernest Radcliffe	095 George S. Wilson
046 David Storm	096 Harry Wappler
047 Sydney H. Croft	097 Kenneth Grabinski
048 Joseph P. Carney	098 G. W. Paul Wilton
049 William C. Johnson, Jr.	099 D. Corbet Clark

100 Marilyn S. Snodgrass	154 Patricia L. Taylor
101 G. Judith McDaniel	155 Michael G. Jarvis
102 John W. Gibbs	156 John B. Lockerby
103 John L. F. Slee	157 William H. Landram
104 West R. Davis	158 Robert W. Howell
105 John A. Metzler	159 Kent T. McCulloch
106 Harold K. Lawrence	160 Paul K. H. Yip
107 Edward A. Sterling	161 Delbert S. Westling
108 Mary Ann Peters	162 Robert Blessing
109 Mark J. Miller	163 Thomas R. Minifie
110 Colin A. Campbell	164 Hollis R. Williams, Jr.
111 Stephen J. Gehrig	165 John D. Nemes
112 John A. Erskine	166 Thomas Dement
113 Curtis Zimmerman	167 William D. Boyd
114 John P. Lambert	168 Robert Nichols
115 Jon M. Lindenauer	169 Richard B. Matters
116 Walter R. Knowles	170 Jack T. Viggers
117 Barrett K. Lindsey	171 Marvin Blake
118 George L. King	172 Lawrence R. Ford
119 Stephen R. Garratt	173 Charles W. Reeder, Jr.
120 David J. Gunderson	174 Kevin B. Allen
121 Ralph R. Stewart	175 Roy D. Green, Jr.
122 J. Reginald Butt	176 Portia Mathers
123 Edward H. Rankin	177 William Waring
124 E. John Langlitz	178 Ralph Carskadden
125 David H. Jackson	179 Margaret K. Lewis
126 J. Michael W. Creighton	180 Patterson Keller
127 Raymond E. Gayle	181 Peter Lai
128 John F. Walker	182 Paul D. Reitmann
129 Norman S. Johns, III	183 S. Esten Collins, Jr.
130 Dotti Harrison Enslow	184 Fitzroy Ivan Richards
131 William Sell-Lee	185 Roger G. Grist
132 Robert Biever	186 Margaret Mills-Erskine
133 Stanley G. Fowler	187 A. James MacKenzie
134 Peter C. Moore	188 James H. Tolbert
135 Robert L. Bethea	189 Frederick Bowen Northup
136 Thomas R. Halbrook	190 Thomas Kehayes
137 Marianne Bogel	191 Philip E. McNairy
138 Don L. Smith	192 Donald P. Goodheart
139 John F. Ferguson	193 Hume W. Reeves, Jr.
140 John C. Lane	194 Alan D. Reynolds
141 Joseph F. Mikel	195 Joseph T. Tiernan
142 Carla V. Berkedal	196 Dorian L. McGlannan
143 Kimbrough Besheer	197 Elise Donahower
144 Peter D. Snow	198 Mary Louise Allen
145 Carol P. Ludden	199 Herbert W. Ainsley
146 Kevin E. Martin	200 Barbara Dunn Riker
147 Allan C. Hall	201 Terrance Steig
148 Stephen Wendfeldt	202 Peter O. Champion
149 Roger Sonnesyn	203 William C. Riker, jr
150 Richard C. French	204 Frederick E. Jessett
151 William Clarke Berge, Jr.	205 Robin A. Moore
152 Randal B. Gardner	206 John R. Bell
153 Elaine L. Morgan	207 William Sherman Hesselgrave

208 Robert Shelley
209 Mary S. Drew
210 Patricia S. Walker
211 Fletcher Davis
212 Susan Creighton

DIRECTORY
OF
THE DIOCESE OF OLYMPIA

September 1989

OFFICERS OF THE
CORPORATION

The Rt. Rev. Robert H. Cochrane, President
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 1147 Harvard Ave E, Seattle 98102 324-1147

Dr. James F. Hodges, Vice President
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 15680 Euclid Ave NE, Bainbridge Island 842-4466
98110

Mr. Raymond J. Copin, Deputy for Administration
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 17203 SE 46th Pl, Issaquah 98027 641-6869

The Rev. John G. Schaeffer, Secretary
*OFC: 99 Wells Avenue South, Renton 98055 255-3323
RES: 1827 SE 18th Pl, Renton 98055 255-7232

Mrs. Joyce McConnell, Treasurer
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 17611 Bagley Pl N, Seattle 98133 364-0421

Mrs. Ruth S. Adams, Assistant Secretary
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 5054 44th Ave NE, Seattle 98105 525-9113

Mrs. Christine Smith-Clark, Assistant Treasurer
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 19117 SE 43rd St, Issaquah 98027 747-9919

CHANCELLOR OF
THE DIOCESE

Mr. DeWitt Williams
OFC: 1400 Washington Building 628-6600
PO Box 21926, Seattle 98111
*RES: 6543 NE Windermere Road, Seattle 524-2190
98105

ARCHDEACON OF
OLYMPIA

BISHOP'S
DEPUTY FOR
ADMINISTRATION

Mr. Raymond J. Copin
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 17203 SE 46th Pl, Issaquah 98027 641-6869

DEVELOPMENT
OFFICER

Ms. April Gaines
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 2209 Yale Ave E #202, Seattle 98112 322-1101

PROGRAM
STAFF

Mr. Bill Tubbs, Huston Center Director RES:793-1045
*OFC: Huston Center, PO Box 140, Gold Bar 793-0441
98251

Mrs. Charlotte Ellis, Pastoral Care Program Coordinator
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 7625 Overlake Dr W, Bellevue 98004 454-2737

Mrs. Betsy Greenman, Christian Education Director
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 14722 30th Ave NE, Seattle 98155 362-2437

Mrs. Peggy Hansen, Archivist
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 17911 NE 27th St, Redmond 98052 881-2991

Ms. Nancy Harris, Dean, Diocesan School of Theology
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 7307 33rd Ave NE, Seattle 98115 524-1164

Mrs. Cheryl Larsen Shaul, Human Needs Coordinator
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 4739 NE 55th St, Seattle 98105 525-8939

Ms. Joanne Scallon, Interim Editor, Evergreen Messenger
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 12708 10th Ave NW, Seattle 98177 365-9102

The Rev. Charles F. Schreiner, Ph.D., Historiographer
*RES: 3690 Woods Road E, Port Orchard 98366 871-3013

Miss Mary Drew, Hospital Chaplaincy Coordinator
*OFC: 15 Roy Street, Seattle 98109 282-0786
RES: 2508 31st Ave W, Seattle 98199 283-9243

Ms. Nancy Wolfe, Youth Director
*OFC: PO Box 12126, Seattle 98102 325-4200
RES: 5064 Beach Dr SW, Seattle 98136 932-1559

COMMISSION
ON MINISTRY

The Rev. Judith M. McDaniel, Convenor
*OFC: 7701 46th Ave NW, Gig Harbor 98335 858-3777
RES: 1924 45th St Ct NW, Gig Harbor 98335 851-9034

Mrs. Evelyn Shipman, Secretary for Vocations
*RES: PO Box 275, Freeland 98249 321-4177

REFUGEE

Mr. Gregory Hope, Diocesan Refugee Coordinator
*OFC: 1610 S King, Seattle 98144 323-3152
RES: 2823 N. E. 115th, Seattle 98125 363-5670

Mr. Huot You Khun, Assistant Refugee Coordinator
*OFC: 1610 S King, Seattle 98144 323-3152
RES: 763-4144

<u>ECUMENICAL OFFICER</u>	The Rev. Mark J. Miller	
	*OFC: 15 Roy Street, Seattle 98109	282-0786
<u>NORTHWEST HARVEST</u>	Mrs. Ruth Velozo, Director	
	*OFC: 711 Cherry, Seattle 98104	625-0755
	PO Box 12272, Seattle 98102	
	Mr. Mel Matteson, Public Relations	
	*OFC: 711 Cherry, Seattle 98104	625-0755
	PO Box 12272, Seattle 98104	
<u>INSTITUTIONS</u>	<u>The Annie Wright School</u>	272-2216
<u>LOCATED IN THE</u>	827 N Tacoma Ave, Tacoma 98403	
<u>DIOCESE</u>	Mr. Robert Klarsch, Headmaster	
	<u>The Charles Wright Academy</u>	
	7723 Chambers Creek Rd West Tacoma 98467	564-2171
	Mr. Robert Minnerly, Headmaster	
	<u>Convent of the Order of St. Helena</u>	
	1114 21st Ave E, Seattle 98112	325-2830
	Sr. Ellen Stephen, O.S.H., Sister-in-charge	
	Sr. Ruth, O.S.H.	
	Sr. Barbara Lee, O.S.H.	
	Sr. Marie Lenore McLean, O.S.H.	
	<u>Company of the Paraclete</u>	
	MLG: PO Box 61399, Seattle 98121	
	OFF: St. Stephen's House, Trinity Church, Seattle	
	717 Cherry Street, Seattle 98104	467-9872
	<u>Episcopal Services for Youth (Faith Home)</u>	
	Central Annex Building	
	708 S "G" Street. Tacoma 98405	383-9993
	Mr. Ron Baltrusis, Director	
	<u>Huston Center</u> (Camps and Conference Center)	793-0441
	14725 Ley Road, Gold Bar	
	PO Box 140, Gold Bar, 98251	
	Mr. Bill Tubbs, Director	
	<u>School of Theology</u> (Meeting Diocesan House)	
	Ms. Nancy Harris, Dean	
	*OFC: PO Box 12126, Seattle 98102	325-4200
	RES: 7307 33rd Ave NE, Seattle 98115	
	<u>St. Andrew's House</u> (Conference -Retreat House)	
	E 7550 HWY 106, Union 98592	898-2362
	Mr. and Mrs. Burt Duncan, Directors	
	<u>St. Bernard's Chapel</u> , Snoqualmie Pass	
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THE BISHOP

COCHRANE, The Rt. Rev. Robert Hume, D.D. (Terry)
*OFC: PO Box 12126, Seattle 98102 325-4200
1551 10th Ave E, Seattle 98102
RES: 1147 Harvard Ave E, Seattle 98102 324-1147

BISHOP COADJUTOR

WARNER, The Rt. Rev. Vincent W. Warner, Jr. (Janice)
*OFC: P. O. Box 12126, Seattle 98102 325-4200
1551 Tenth Ave E, Seattle 98102
RES: 5586 152nd Pl SE, Bellevue 98006 865-8015

RETIRED BISHOP OF OLYMPIA

CURTIS, The Rt. Rev. Ivor I., D.D. (Lillian)
*RES: 40 N Calle Aragon, Laguna Hills CA 92653 (714) 768-0895

RETIRED BISHOP OF EASTERN OREGON

BARTON, The Rt. Rev. Lane W., D.D. (Polly)
*RES: 401 W 32nd St, Vancouver 98660 695-6184

SUFFRAGAN BISHOP OF THE ARMED FORCES, RETIRED

BURGEE, The Rt. Rev. Charles Lee (Helen)
*MLG: PO Box 3332, Lacey WA 98503
RES: 3239 Long Lake Drive SE, Olympia 491-8713

RETIRED BISHOP OF ALASKA

COCHRAN, The Rt. Rev. David R., D.D. (Mary)
*RES: 4705 41st St NE, Tacoma 98422 927-7309

CLERGY

NP Non-parochial
NS Non-stipendiary
R Retired

NS ADAMS, Richard C. (1953)

*Box 300, Quinnipiac College, Hamden CT 06518

AINSLEY, Herbert W. (1989) (Margaret)

Priest-in-charge, Church of Our Saviour, Monroe

OFC: PO Box 99, Monroe 98292

794-4816

*RES: 12614 NE 180th GG 302, Bothell 980 11

485-1881

ALLEN, Kevin B. (1987) (Stefanie Lee)

Vicar, Holy Family of Jesus, Tacoma

*RES 2227 E. Harrison Street, Tacoma 98404

572-3160

ALLEN, Mary Louise (1989)

Assistant, St. Stephen's, Longview

*Off: 1428 22nd Avenue, Longview 98632

423-5600

Res: 1418 22nd Avenue, Longview 98632

577-5871

NS ANDERSON, Kenneth (1972) (Barbara)

*RES: 10302 Montrose Ave SW, Tacoma 98499

588-5924

Office 753-4920

BACKUS, John H. (Quincy)

Canon of Honor, Diocese of Olympia

Dean. St. Paul's Cathedral, Peoria IL

*OFC: 3601 N North, Peoria IL 62604

(309)688-3436

RES: 441 East High Point Dr, Peoria IL 61604

(309)692-7589

R BARROW, Gordon Hurst (1975)

*MLG: PO Box 312, New York NY 10116

R BAXTER, Robert L. (1960) (Jane)

*RES: 3615 60th Ct NW, Gig Harbor 98335

858-3287

BELL, John R., Jr. (1989)

Priest in Charge, St. John's, Snohomish

*OFC: 913 Second Ave, Snohomish 98290

568-4622

RES: 15508 Country Club Dive A-34, Mill Creek 98012

337-3296

R BENNETT, Dennis J. (Canon of Honor) (1960) (Rita)

Rector Emeritus, St. Luke's Church, Seattle

*MLG: PO Box 576, Edmonds 98020

775-2965

RES: 1428 Olympic Ave, Edmonds 98020

NS BERGE, W Clark (1984)

*RES: Little Portion Friary

PO Box 399 Mt Sinai NY 11766

(516)473-0553

BERKEDAL, Carla (1983) (Jon)
 Canon, St. Mark's Cathedral
 *OFC: 1245 Tenth Ave E, Seattle 98102 323-0300
 RES: 4237 Latona Ave NE, Seattle 98105 547-2450

BERTOLIN, J. William (1953) (Barbara)
 Vicar, All Saints', Seattle
 *OFC: 5150 S Cloverdale St, Seattle 98118 721-0285
 RES: 29709 1st Ave S, Federal Way 98003 839-2277

NP BESHEER, Kimbrough A. (1983) (Carol)
 *RES: Geimoosstrasse 19, 8712 STAFA Switzerland

BETHEA, Robert (1982) (Judith)
 Vicar, St. Francis' Church, Mill Creek
 *OFC: 13716 Bothell Way S. E., Mill Creek 98012 745-6552
 RES: 13901 23rd Dr SE, Bothell 98012 337-4575

BIEVER, Robert (1982)
 Vicar, St. Christopher's, Church, Olympia
 OFC: 3320 79th Ave NW, Steamboat Island, Olympia 98502 866-2111
 *RES: 642 Prospect, Tacoma 98406 272-8610

NS BIGFORD, Jack N. (1968) (Catherine)
 Deacon
 *RES: 520 Scenic Way, Kent 98031 852-1418

BLAKE, Marvin H. (1987) (Christine)
 Priest-in-charge, Christ Church, Anacortes
 *OFC: 1216 7th St, Anacortes 98221 293-5790
 RES: 4207 Bryce Dr, Anacortes 98221 293-4570

NP BLESSING, Robert (1985) (Anne)
 *MLG: Jesus Abbey, Box 17 Taebeck, Kangwondo 235-600
 South Korea

BLUNDELL, James H. (1975) (Meredith)
 Rector, St. John's, Church, Olympia
 *OFC: 114 E 20th Ave, Olympia 98501 352-8527
 RES: 2333 42nd Ave SE, Olympia 98501 943-8911

NS BOGEL, Marianne (1982)
 *RES: 5503 17th NW #B-218, Seattle 98107 782-2031

NS BOND, L. Wayne (1969) (Marie)
 Assisting Priest, Trinity Church, Everett
 *RES: 1415 84th St #96, Everett 98208 347-3691

R BOYD, William D. (1986) (Elizabeth)
 *RES: 15804 NE 67th Pl, Redmond 98052 881-3096

R BRISTOL, Wallace E. (1964) (Betty)
 Archdeacon, Metropolitan Archdeaconry
 Interim, St. John's, Kirkland
 OFC: Box 514, Kirkland 98033 827-3777
 *RES: 7333 125th Pl SE, Renton 98055 226-0643

R BROWN, Melvin R. (COL/AUS Ret) (1976) (Grace)
 *RES: 1115 Fifth Street, Anacortes 98221 293-6249

BURNETT, William M. (1969)
 Archdeacon, Northern Archdeaconry
 Rector, St. Augustine's-in-the-Woods, Freeland
 *OFC: PO Box 11, Freeland 98249 321-4887
 RES: 1925 E Saratoga Ave, Freeland (Baby Isl Hts) 98249 321-4887

R BUTT, J. Reginald (1980) (Tina)
 *RES: 700 216th Pl NE, Redmond 98053-3717 868-8328

CAMPBELL, Colin A. (1979) (Wendy)
 Rector, Holy Trinity, Hoquiam
 *OFF and RES: 212 4th St, Hoquiam 98550 532-5262

CARNEY, Joseph P. (1967) (Tanya)
 Rector, St. Charles' Church, Poulsbo; St. Paul's, Port Gamble
 *OFC: PO Box 446, Poulsbo 98370 779-3524
 RES: 18490 Fjord Dr NE, Poulsbo 98370 779-2547

CARSKADDEN, Ralph (1987)
 Canon, St. Mark's Cathedral
 OFC: 1245 Tenth Ave E, Seattle 98102 323-0300
 *RES: 2735 Montlake Blvd. E., Seattle 98112 328-7699

NP CARPENTER, George H. (1966) (Patricia) Office 344-3685
 *RES: PO Box 343, Medina 98039 454-1071

R CASADY, P.M. (1964)
 *RES: 6720 E. Greenlake Way N, #529, Seattle 98103 525-9666

CHAMPION, Peter O. (1989) (Susan)
 Assistant, St. James Church, Batavia NY
 *RES: 409 East Main St, Batavia NY 14020 1-602-584-4847

CHRISTIE, Robert L. (1970) (Marjorie)
 Archdeacon, Southern Archdeaconry
 Vicar, All Saints' Church, Vancouver
 *OFC: 2100 NW 99th St, Vancouver 98665 573-8106
 RES: 1301 NW 101st Circle, Vancouver 98685 573-6649

NS CLARK, D. Corbet (1977) (Myra)
 *OFC: Oregon Episcopal Schools
 6300 SW Nicol Rd, Portland OR 97223 (503)246-7771
 RES: 11520 SW Timberline Drive, Beaverton OR 97005

NP COLLINS, S. Esten, Jr. (1988)
RES: 1728 12th Ave S #6, Seattle 98144 329-7657

COLLINS, Paul (1976) (Kathie Deviny)
Vicar, St. Hilda-St. Patrick's, Meadowdale
*OFC: 15224 52nd Ave W, Edmonds 98020 743-4655
RES: 14432 Lake Road, Lynnwood 98037 743-9401

NS COOPER, J. Finley (1974) (Anne)
*RES: 4114 Boulevard Pl, Mercer Island 98040 232-7456

NP CRAM, Norman L. (Capt/USN) (1962) (Deidre)
Chaplain USN
*RES: 85 E Old Fort Rd
NVSC New London CT 06340

CREIGHTON, Michael W. (1981) (Betty)
Rector, St. Stephen's Church, Seattle 98105
*OFC: 4805 NE 45th St, Seattle 98105 522-7144
RES: 5105 NE 45th St, Seattle 98105 523-8595

R CROFT, Sydney H. (1967)
*RES: 13227 Castle Rock Dr, Sun City West AZ 85375 (602)584-4847

DAVIS, M. Fletcher (1989) (Elizabeth)
Rector, St. Thomas, Medina
*OFF: P. O. Box 124, Medina 98039 454-9541
RES:

DAVIS, West R. (1978) (Sue)
Rector, St. Andrew's Church, Tacoma
*OFC: 1201 S Jackson St, Tacoma 98465 564-4402
RES: 6122 Artondale Dr NW, Gig Harbor 98335 858-6325

DEMENT, Thomas E. (1986) (Meredith)
Rector, St. Dunstan's of the Highlands Parish, Seattle
*OFC: PO Box 33029, Seattle 98133 363-4319
RES: 20122 51st Ave NE, Seattle 98155 367-5175

DEVIK, Rudolf (Massachusetts)
Canon of Honor, Diocese of Olympia
*RES: 50 Scenic Dr, Gilford NH 03246 (603)293-7138

DONAHOWER, Elise (1989) (1989)
Vicar, Church of the Holy Spirit, Battle Ground
*MLG: PO Box 1117, Battle Ground 98604 787-3301
RES: 17706 NE Cole Witter Rd, Battle Ground 98604 697-7483

NS DUNNING, David, Ph.D. (1972) (Donna)
OFC: 1423 3rd Ave, Suite 300, Seattle 98101 622-9947
*RES: 4223 NE 33rd St, Seattle 98105 524-9963

NS ELKINS, Donald L. (1960)
*RES: 3921 Durand Drive, San Mateo CA 94403

R ELLIS, Marshall J. (1958) (Mary)
 Assisting Priest, St. Columba's, Des Moines
 *RES: 3323 S 253rd, Kent 98032 946-3246

R ENSLOW, Dottie H. (1982)
 *RES: Martha & Mary Nursing Home
 PO Box 127, Poulsbo WA 98370

ERSKINE, John A. (1979) (Margaret Mills Erskine)
 Assisting Priest, St. Mark's Cathedral
 *OFF: 1245 Tenth Ave E, Seattle 98102 323-0300
 RES: 524-5259

NP ERSKINE, MARGARET MILLS (1988) (John)
 *RES: 524-5259

NS ETHELSTON, Geoffrey F. (1973) (Jean)
 Assisting Priest, St. John's, Kirkland Office 455-6990
 *RES: 10719 NE 189th, Bothell 98011 486-5665

NS FAST, Todd H. (1974) (Jo)
 *RES: 8756 Sylvan Pl NW, Seattle 98177 784-6386
 Office 789-0484

FERGUESON, John F. (1983) (Ginny)
 Rector, Church of the Redeemer, Kenmore
 *OFC: PO Box 677, Kenmore 98028 486-3777
 RES: 14449 90th Ct NE, Bothell 98011 823-4324

R FORBES, Charles A., Jr. (1952) (Carolyn)
 *RES: 4510 123rd Pl NE Marysville 98270 659-7978

R FORBES, William, M.A. (Canon of Honor) (1947) (Glenora)
 Rector Emeritus, St. Paul's, Mount Vernon
 *RES: 425 S 10th St, Mount Vernon 98273 336-2908

FORD, R. Lawrence (1987) (Peggy)
 Priest in charge, St. David's, Seattle
 CHURCH OFC: 18842 Meridian Ave North, Seattle 98133 364-4860
 OFC: 701 5th Ave (Columbia Ctr), Suite 2000 447-1515
 *RES: 10647 Woodhaven Lane, Bellevue 98004-7212 455-4606

FOWLER, Stanley G., Jr. (1982) (Jeanne)
 Rector, St. Andrew's, Seattle
 *OFC: 111 N. E. 80th St, Seattle 98115 523-7476
 RES: 4210 NE 103rd Pl, Seattle 98125 525-2680

FRENCH, Richard C. (1984) (Betty)
 Vicar, St. Joseph-St. John, Tacoma
 OFC: 1111 Old Military Road, Tacomac 98498 584-6143
 *MLG: PO Box 97298 Tacoma WA 98497
 RES: 1013 129th S, Tacoma 98444 531-1031

GARDNER, Randal B. (1984) (Cathy)
 Vicar: Church of the Good Shepherd, Federal Way
 *OFC: PO Box 3108, Federal Way 98063-3108 839-6100
 RES: 32922 17th Ave SW, Federal Way 98023 874-5815

R GARLICH, Richard W. (1953)
 Interim, St. James, Kent
 *RES: 601 Belmont Ave E, #B-3, Seattle 98102 324-7785

GARRATT, Stephen R. (1980) (Margaret)
 Assistant, Christ Church, Seattle
 OFC: 1305 47th St. NE, Seattle 98105 633-1611
 *RES: 2020 NE 113th, Seattle 98125 361-0873

R GAYLE, Raymond E. (1981) (Ann)
 *RES: 1110 8th St, Anacortes 98221 293-5295

GEHRIG, Stephen J. (1979) (Pamela)
 Rector, St. Margaret's Church, Bellevue
 *OFC: 4228 128th Ave SE, Bellevue 98006 746-6650
 RES: 2442 129th Ave SE, Bellevue 98005 562-4775

GIBBS, John W. (1978) (Sally)
 Rector: St. Paul's, Bellingham
 *OFF: 2117 Walnut St, Bellingham 98225 733-2890
 RES: 2125 Walnut St, Bellingham 98225 647-1492

NS GLASE, John P. (1975) (Diane)
 Deacon, St. Stephen's, Longview Ofc 636-6465
 *RES: 3133 Louisiana St, Longview 98632 423-9958

GOODHEART, Donald P. (1988) (Ronnie)
 Rector, Epiphany, Seattle
 *OFF: 1807 38th Avenue, Seattle 98122 324-2573
 RES: 1421 38th Avenue, Seattle 98122 322-8693

NP GORSUCH, John P. (1968) (Beverly)
 Center for Spiritual Development
 *OFC: Leffler House, 1245 Tenth Ave E, Seattle 98102 329-6700
 RES: 1116 38th Ave E, Seattle 98112 325-1743

GRABINSKI, Kenneth (1977) (Jane)
 Deacon, St. Thomas', Medina
 *RES: 5240 46th Ave SW, Seattle 98136 935-7128
 Office 657-2750

GREEN, Roy D., Jr. (1987) (Gail)
 Rector, Emmanuel Church, Mercer Island
 *OFC: 4400 86th Ave SE, Mercer Island 98040 232-1572
 RES: 8319 SE 62nd St, Mercer Island 98040 232-4440

R GRETZ, John L. (1966) (Dorris)
 Interim, St. Matthew's, Tacoma 927-9808
 *RES: 506 Burke Ave, Kent 98031 852-6914

GRIST, Roger G. (1988) (Nancy)
 Rector, St. John's, Centralia
 *OFC: 104 S Rock, Centralia 98531 736-6991
 RES: 815 N Pearl, Centralia 98531 736-5697

GUNDERSON, David J. (1980) (March)
 Assistant, St. Mary's Church, Tacoma
 OFC: 10630 Gravelly Lake SW, Tacoma 98498 588-6621
 *RES: 3724 N 37th St, Tacoma 98407 584-4257

HALBROOK, Thomas R. (1982) (Ramona)
 Rector, St. Andrew's Church, Aberdeen
 *OFC: 400 E 1st St, Aberdeen 98520 533-2511
 RES: 1805 Graves, Aberdeen 98520 532-0405

NP HALL, Allan (1984) (Dorothy)
 *RES: 284 Silberhorn E, Sequim 98382 683-7464

NP HARRIMAN, John F., Ph.D. (1963)
 Chaplain, Veterans Hospital Hosp 764-2023
 *RES: 914 NW 80th St, Seattle 98117 789-5593

HESSELGRAVE, Sherman (1989) (Susan)
 Rector, Holy Spirit, Vashon
 *OFF: PO Box 508, Vashon 98070 567-4488
 RES: Route 4, Box 43, Vashon 98070 463-9564

NS HOWELL, Robert W., Jr. (1984) (Karen Mindt-Howell)
 *RES: 415 Monterey Place, Los Altos CA 94022 (415)941-8734

NP HUNTER, Charles W. (1957) (Evelina)
 RES: 1760 E Oakland Pk Blvd, Ft Lauderdale FL 33334

R HUNTER, William J. (1958) (Ruby)
 Supply Priest, St. James' Cathlamet
 *RES: 2901 E 2nd St #46, Newberg OR 97132 (503)538-7918

HUSTON, John A. (1956) (Barbara)
 Canon, St. Mark's Cathedral
 National Field Officer for Refugee Affairs, P.B.F.
 OFC: 1245 Tenth Ave E., Seattle 98102 323-0300
 *RES: 715 W Prospect, Seattle 98119 282-9076

R JACKSON, David H. (1981) (Ann)
 Assisting Priest, Emmanuel, Mercer Island
 *RES: 13820 NE 65th St #540, Redmond 98052 881-1759

JARVIS, Michael B. (1984) (Mary)
 Vicar, St. Philip's Church, Marysville
 *OFC: 4312 84th St NE, Marysville 98270 659-1727
 RES: 5325 133rd Pl NE, Marysville 98270 659-2857

JESSETT, Frederick E.	(1989) (Chris)	
Sammamish Plateau Missioner		
*OFC: PO Box 442, Redmond	98073	885-2323
RES: 205 Dorado Dr NW, Issaquah	98027	391-7986
NS JOHNS, Norman S., III	(1981) (Eileen)	
OFC: 3626 NE 45th St, Suite 207, Seattle 98105		523-8599
*RES: 13730 15th Ave NE, E-103, Seattle 98125		361-8529
R JOHNSON, William C. Jr.	(1968) (Marie)	
*RES: 9051 Mary Ave NW, Seattle 98117		782-0754
R JORDAN, Alan	(1963) (MaryAnn)	
*RES: NE 21 Rainier Pl N, Belfair 98528		275 3177
R KAPPES, Harold G.	(1960)	
*RES: 1280 Laguna St #2M, San Francisco CA 94115		
KEHAYES, Thomas	(1988) (Susan)	
Assistant, Emmanuel Church, Mercer Island		
*OFF: 4400 86th Ave SE, Mercer Island	98040	232-1572
RES: 9230 SE 33rd St, Mercer Island	98040	236-5689
KELLER, Patterson	(1988) (Connie)	
Rector, Emmanuel Church, Orcas Island		
*OFC: PO Box 8, Eastsound	98245	376-2352
RES: PO Box 1116, Eastsound	98245	376-5398
R KELLETT, Orme S.	(1968) (Eugenia)	
Assisting Priest, St. Luke's, Vancouver		
*OFC: 426 E Fourth Plain Blvd, Vancouver	98663	696-0181
RES: 8309 NW Bacon St, Vancouver	98665	574-0218
KING, George L.	(1980) (Linda)	
Rector, St. Luke's Church, Tacoma		
*OFC: 3615 N Gove St, Tacoma	98407	759-3534
RES: 2336 N Shirley, Tacoma	98406	759-6111
NS KNOWLES, Walter	(1980) (Lorelette)	
Assisting Priest, Church of the Redeemer, Kenmore Ofc		462-0501
*RES: 11020 NE 64th, Kirkland 98033		827-6703
LAI, Peter	(1988) (Maggie)	
Vicar, St. James of Jerusalem, Seattle		
*OFC: PO Box 3292, Seattle	98114	624-2644
RES: 1803 NE 186th St, Seattle	98155	361-1389
LAMBERT, John P.	(1980) (Jeanie)	
Rector, Church of the Resurrection, Bellevue		
*OFC: 15520 Main St, Bellevue	98007	746-0322
RES: 12715 SE 25th Pl, Bellevue	98005	643-5313

NS LANDRAM, William (1984)
 Deacon, St. Paul's, Seattle 282-0786
 OFC: 1116 Summit, Seattle 98101 296-4645
 *RES: 301 22nd Ave E #4B, Seattle 98112-5302 323-0823

NS LANE, John C. (1983) (Jacqueline)
 Deacon Occupation Health Nurse, Pt. Townsend Paper Corp.
 *MLG: P. O. Box 285, Port Townsend 98368 Ofc 385-3170

R LANGLITZ, E. John (1980) (Mary Ann)
 *RES: PO Box 304, Indianola 98342 297-3259

LANGPAAP, Paul E., D.D. (1957)
 Consultant to Bishop on Missions
 *OFC: PO Box 12126, Seattle 98102 325-4200
 1551 Tenth Ave E, Seattle 98102
 RES: 100 W Highland Dr #403, Seattle 98119 285-3702

NS LAWRENCE, Gerard (1975) (Karen)
 *RES: 20621 Pashley Lane, Huntington Beach CA 92646 (714)893-7920

R LAWRENCE, Harold K. (1979) (Gwen)
 *RES: 2343 N Nugent Rd, Lummi Island 98262 758-2652

R LECHE, Edward D. (1954) (Mary Jane)
 *RES: 1227 Olympic View Drive, Friday Harbor 98250 378-2282

NP LEDGER, John T., Jr. (1960) (Barbara)
 Assisting Priest, Good Shepherd, Federal Way
 Chaplain, Swedish Medical Center (Paging 386-6000)
 OFC: 747 Summit Ave, Seattle 98104 Ofc 386-2082 Ex452
 *RES: 2430 SW 325th, Federal Way 98003 838-5425

LEWIS, Margaret K. (1988) (Harold)
 Deacon, St. Andrew's, Seattle
 *OFC: 111 NE 80th Street, Seattle 98115 523-7476
 RES: 18220 14th NW, Seattle 98177 542-0811

LINDENAUER, Jon M. (1980) (Constance)
 Rector, St. Elizabeth's Church, Seattle (Burien)
 *OFC: 1005 SW 152nd St, Seattle 98166 243-6844
 RES: 32701 5th Ave SW Federal Way 98003 838-5337

LINDSEY, Barrett K. (1980) (Eileen)
 Rector, Christ Church, Seattle
 *OFC: 1305 NE 47th St, Seattle 98105 633-1611
 RES: 1307 NE 70th St, Seattle 98115 525-4459

LOCKERBY, John B. (1958-1978) (1984)
 Vicar, Grace Church, Lopez Island
 *OFC: PO Box 324, Lopez Island 98261 468-3477
 RES: Rt 2, PO Box 2618, Lopez Island 98261

R	LOFSTROM, Elmer M. (1950) (Agnes)	
	*RES: 8627 46th Ave SW, Seattle 98136	935-0933
NS	LOONEY, Richard J. (1976) (Marion)	
	*RES: 400 SW 297th St, Federal Way 98003	839-0228
	LUDDEN, Carol (1984) (James)	
	Priest-in-charge, Sts. Martha and Mary, Pike Market Ministry, Seattle	
	*OFC: 1926 Post Alley, Seattle 98101	441-1814
	RES: 4516 Latona Ave NE, Seattle 98105	547-4031
NS	LUETHE, Robin L. (1965) (Lois)	
	*RES; 177 NE Washington Ave, Chehalis 98532	748-6532
NS	MacKENZIE, A. James (1988) (Kay)	
	Deacon, Nashotah House	
	*RES: 2777 Mission Road, Nashotah WI 53058	
	MADDUX, Donald J. (1964) (Carolyn)	
	Rector, St. David's, Shelton; St. Germain's, Hoodspport	
	*OFC: PO Box 339, Shelton 98584	426-8472
	RES: 710 W Cedar, Shelton 98584	426-2268
R	MANN, John (1970) (Joan)	
	*RES: PO Box 212, Seaview 98644	642-3540
	MARTIN, Kevin E. (1984) (Sharon)	
	Rector, St. Luke's, Seattle	
	*OFC: 5710 22nd Ave NW, Seattle 98107	784-3119
	RES: 1921 NW 95th St, Seattle 98117	789-6230
	MATHER, Portia Ann (1987)	
	Assistant, St. John's, Olympia	
	*OFC: 114 East 20th, Olympia 98501	352-8527
	RES: 4311-A Quail Run Loop, Olympia 98502	866-1740
	MATTERS, Richard B. (1986) (Andrea)	
	Assistant, Trinity Church, Everett	
	*OFC: 2301 Hoyt Ave, Everett 98201	252-4129
	RES: 2405 Lombard St, Everett 98201	259-4658
	McCULLOCH, Kent T. (1985) (Marta Kay)	
	Rector, St. Mary's Church, Tacoma	
	*OFC: 10630 Gravelly Lake Dr SW, Tacoma 98499	588-6621
	RES; 11202 Tower Rd SW, Tacoma 98498	588-0173
	McDANIEL, Judith M. (1978) (Jack)	
	Rector, St. John's Church, Gig Harbor	
	*OFC: 7701 46th Ave NW, Gig Harbor 98335	858-3777
	RES: 1924 45th Ct NW, Gig Harbor 98335	851-9034
R	McFARLAND, Robert D. (1948) (Lucille)	
	*RES: 385 Mt. Jupiter Dr SW, Issaquah 98027	392-7357
	(At present in the Philippines)	

R McGIRR, David (1963)
 *RES: 1501 17th Avenue, Seattle 98122 621-9383

McGLANNAN, Dorian (1989)
 Assistant, Epiphany, Seattle
 OFC: 1807 38th Ave, Seattle 98122 324-2573
 *RES: 1612 30th Ave, Seattle 98122 328-3159

R McLAUCHLAN, H. Frederick 1970) (Rhoda)
 *RES: 3400 25th Ave W #102, Seattle 98199 283-1108

McNAIRY, Philip E. (1988) (Linda)
 Rector, St. Stephen's, Longview
 *OFC: 1428 22nd Avenue, Longview 98632 423-5600
 RES: 920 Lone Oak Road, Longview 98632 425-3330

NS METZLER, John (1978) (Anne)
 *RES: 2744 Capitol Blvd, Olympia 98501 754-6165

NS MIGHELL, John H. (1959) (Kay)
 *OFC/RES: PO Box 3332, Seattle 98114
 RES: 2713 NE 106th Pl, Seattle 98125 364-1437

NS MIKEL, Joseph F. (1983) (Cindy)
 *RES: 8728 8th Ave W, Everett 98204 347-4223
 Office 922-1040

R MILLER, Hugh (1961)
 *RES: 370 Church St SE #3-C, Salem OR 97301 (503) 363-5599

MILLER, Mark J. (1979)
 Assistant, St. Paul's, Seattle
 *OFC: 15 Roy St, Seattle 98109 282-0786
 RES: 324 W Olympic Pl #205, Seattle 9811 285-5324

R MILLER, Poland H. (1947) (Kathryn)
 *RES: 2424 36th Ave W, Seattle 98199 283-9231

MILLER, A. Scott (1989) (Suzan)
 Associate Rector, St. Stephen's, Seattle
 *OFC: 4805 N. E. 45th St, Seattle 98105 522-7144
 RES: 11211 Lakeside Ave NE, Seattle 98125 367-8778

MINIFIE, Thomas R. (1985) (Jennifer)
 Assistant, St. Luke's, Seattle
 *OFC: 5710 22nd Ave NW, Seattle 98107 784-3119
 RES: 8723 22nd Ave NW, Seattle 98117 789-9172

MOORE, Peter C. (Canon of Honor, Indianapolis) (1982) (Mary)
 Rector, St. Paul's, Seattle
 *OFC: 15 Roy St, Seattle 98109 282-0786
 RES; 3290 Conkling Pl W, Seattle 98119 285-9374

MOORE, Robin (1989) (Richard)
 Vicar, St. Hugh's, Allyn; St. Nicholas', Tahuya
 *RES: 1504 Madrona Pt Dr, Bremerton 98312 479-5411

NS MORGAN, Elaine L. (1984) (Robert)
 Deacon, All Saints' Church, Vancouver
 *RES: 20908 NE 67th Ave, Battle Ground 98604 687-3581

NAKAYAMA, Timothy M. (1966) (Keiko)
 Rector, St. Peter's, Seattle
 OFC: 1610 S King St, Seattle 98144 323-5250
 *RES: 1601 S King St, Seattle 98144 323-8125

NS NEMES, John D. (1985) (Libby)
 Deacon, St. Margaret's, Bellevue
 OFC: 562-2298
 *RES: 16920 SE 40th Pl, Bellevue 98008 643-5093

NS NEVILS, William H. P. (1969)
 *RES: PO Box 16267, Seattle 98116 935-2327

NS NICHOLS, Robert (1987) (Marge Bevlin)
 *RES: Star Route 95, Eastsound 98245 376-4812

NORTHUP, Frederick B. (1988) (Jule)
 Dean, St. Mark's Cathedral
 *OFF: 1245 Tenth Ave East, Seattle 98102 323-0300
 RES: 1425 E Ward, Seattle 98102 325-1226

R NYE, Robert H. (1971) (Jeanann)
 Deacon
 *RES: 16017 SE 323rd St, Auburn 98002 939-5738

PARKER, Allan C., Jr. (1975) (Jean)
 Rector, Trinity Church, Seattle
 *OFC: 609 Eighth Ave, Seattle 98104 624-5337
 RES: 615 Eighth Ave, Seattle 98104 623-0702

PEARSON, J. Norris (1968) (Carole)
 Priest in Charge, St. Timothy's, Yelm
 *RES: 207 Champion St, Steilacoom 98888 588-9882

PETERS, Mary Ann (1979)
 Vicar, St. Anne's, Washougal
 *OFC: PO Box 62, Washougal 98671 835-5301
 RES: 3224 F Place, Washougal 98671 835-3442

NS PETERSON, Philip L. (1972) (Mary)
 Deacon, Trinity Church, Seattle OFC: 624-5337
 *RES: 10045 45th Ave NE, Seattle 98125 525-6161

R PRATT, George Foster (Canon Missioner) (1951) (Chris)
 *RES: 34037 Pratt Crescent, Abbotsford BC, Canada V2S 4A9
 (604)853-2583

R RADCLIFFE, Ernest (1967)
 *RES: 3732 Colonial Ln, Port Orchard 98366 876-8615

RANKIN, Edward H. (1980) (Kara Lynn)
 Rector, St. Luke's, Vancouver
 *OFC: 426 E Fourth Plain Blvd, Vancouver 98663 696-0181
 RES: 11609 NE 29th Ave, Vancouver 98666 573-1607

REDDELL, Ronald K. (1976) (Kay)
 Priest in Charge, Christ Church, Blaine
 *RES: 807 Mason St, Bellingham 98225 734-2124

REEDER, Charles W., Jr. (1987) (Patience)
 Priest-in-charge, Emmanuel Mission, Seattle
 *MLG: PO Box 6453 Lynnwood 98036 485-9432
 RES: 16340 23rd Av SE, Bothell 98012

REEVES, Hume W., Jr. (1988) (Stephanie)
 Twin Harbors Missioner (Elma, Montesano, South Bend, Westport)
 *OFC: c/o St. Andrew's, Aberdeen 533-1811
 400 E 1 St, Aberdeen 98520 538-1655
 RES: 613 North K Street, Aberdeen 9852

NP REYNOLDS, Alan D. (1988) (Elaine)
 *RES: 191 Anderson Rd E, Sequim 9838 683-3048

RHODES, Robert W. (1974) (Rita)
 Vicar, Church of the Good Shepherd, Vancouver
 *OFC: 805 SE Ellsworth Ave, Vancouver 98664 892-7770
 RES: 717 Santa Fe Dr, Vancouver 98661 693-1916

RICHARDS, Fitzroy (1988) (Yuklin)
 Vicar, St. James Church, Sedro-Woolley
 *OFC: PO Box 128, Sedro-Woolley 98284 855-0040
 RES:

RIETMANN, Paul (1988) (Elisabeth)
 Rector, St. Matthew's, Auburn
 *OFF: 123 L Street NE, Auburn 98002 833-0890
 RES: 11216 SE 324th St, Auburn 98002 939-9594

NS RIKER, Barbara Dunn (1989) (William)
 *RES: 1642 Mill Dr SE, Lacey 98503 438-9894

RIKER, William C. Jr. (1989) (Barbara)
 Vicar, St. Benedict's, Lacey
 *OFF: PO Box 3811, Lacey 98503 456-2240
 RES: 1642 Mill Dr SE, Lacey 98503 438-9894

NS ROGERS, Henry S. (1975) (Helen)
 *RES: 2610 110th Ave NE, Bellevue 9804 822-3003

ROSS, H. Stewart (1973) (Jean)	
Assisting Priest, Trinity Church, Everett	
*RES: 1301 Grand Ave, Everett 98201	252-4964
R SALTER, J. Burton (1950) (Kathryn)	
*RES: 12503 124th St E, Puyallup 98374	845-3987
R SAMUELSON, Clifford L. (1935) (Elizabeth)	
*RES: 127 Elsinore Street, Concord MA 01742	(617) 371-2494
SCHAEFFER, John G. (1954) (Lorrie LaBranche)	
Rector, St. Luke's, Renton	
*OFC: 99 Wells Ave S, Renton 98055	255-3323
RES: 1827 SE 18th Pl, Renton 98055	255-7232
R SCHREINER, Charles F., Ph.D. (1972) (Blanny)	
*RES: 3690 Woods Rd E, Port Orchard 98366	871-3013
NS SCOVELL, Dean H. (1971) (Dorothy)	
Assisting Priest, St. Luke's, Renton	
*RES: 505 Mt. Olympus Dr SW, Issaquah 98027	392-5938
R SEAMAN, Henry F. (1967) (Page)	
*RES: 5816 Chenault Beach Rd, Everett 98204	353-0504
NS SELL-LEE, William (1982) (Sandra)	
*RES: PO Box 10947, Bainbridge Island 98110	842-8078
NS SHELTON, George M. (1975) (Joan)	
*RES: 6708 Miner Dr SW, Tumwater 98502	754-6254
SHERMAN, Guy C. (1973) (Dianne)	
Priest-in-Charge St. Aidan's Church, Camano Island	
OFC: PO Box 145, Stanwood 98292	629-3969
*RES: 1014 Hoyt Ave, Everett 98201	252-2238
NS SHIVELEY, John P. (1976) (Dorothy)	
Deacon, St. Dunstan's of the Highlands Parish, Seattle	
*RES: 118 N 178th St, Seattle 98133	363-4319 542-3448
R SKANSE, Oliver B. (1968) (Lois)	
*RES: 790 N Marine Dr #431, Tumon, Guam 96911	
NS SLEE, John L. F. (1977) (Betty)	
*RES: 3436 14th Ave S, Seattle 98144	325-2559
SMITH, Don L. (1982) (Pat)	
Rector, St. Paul's, Mount Vernon	
*MLG: PO Box 1142, Mount Vernon 98273	
OFC: 18th and Kincaid, Mount Vernon	424-1822
RES: 2119 Trumpeter, Mount Vernon 98273	424-9117
R SMITH, Homer H. (1968) (Iris)	
*RES: 644 W 17th St, McMinnville OR 97128	(503)472-4828

ROSS, H. Stewart (1973) (Jean)
 Assisting Priest, Trinity Church, Everett
 *RES: 1301 Grand Ave, Everett 98201 252-4964

R SALTER, J. Burton (1950) (Kathryn)
 *RES: 12503 124th St E, Puyallup 98374 845-3987

R SAMUELSON, Clifford L. (1935) (Elizabeth)
 *RES: 127 Elsinore Street, Concord MA 01742 (617) 371-2494

SCHAEFFER, John G. (1954) (Lorrie LaBranche)
 Secretary of Convention
 Rector, St. Luke's, Renton
 *OFC: 99 Wells Ave S, Renton 98055 255-3323
 RES: 1827 SE 18th Pl, Renton 98055 255-7232

R SCHREINER, Charles F., Ph.D. (1972) (Blanny)
 *RES: 3690 Woods Rd E, Port Orchard 98366 871-3013

NS SCOVELL, Dean H. (1971) (Dorothy)
 Assisting Priest, St. Luke's, Renton
 *RES: 505 Mt. Olympus Dr SW, Issaquah 98027 392-5938

R SEAMAN, Henry F. (1967) (Page)
 *RES: 5816 Chenault Beach Rd, Everett 98204 353-0504

NS SELL-LEE, William (1982) (Sandra)
 *RES: PO Box 10947, Bainbridge Island 98110 842-8078

NS SHELDON, George M. (1975) (Joan)
 *RES: 6708 Miner Dr SW, Tumwater 98502 754-6254

SHERMAN, Guy C. (1973) (Dianne)
 Priest-in-Charge St. Aidan's Church, Camano Island
 OFC: PO Box 145, Stanwood 98292 629-3969
 *RES: 1014 Hoyt Ave, Everett 98201 252-2238

NS SHIVELEY, John P. (1976) (Dorothy)
 Deacon, St. Dunstan's of the Highlands Parish, Seattle 363-4319
 *RES: 118 N 178th St, Seattle 98133 542-3448

R SKANSE, Oliver B. (1968) (Lois)
 *RES: 790 N Marine Dr #431, Tumon, Guam 96911

NS SLEE, John L. F. (1977) (Betty)
 *RES: 3436 14th Ave S, Seattle 98144 325-2559

SMITH, Don L. (1982) (Pat)
 Rector, St. Paul's, Mount Vernon
 *MLG: PO Box 1142, Mount Vernon 98273
 OFC: 18th and Kincaid, Mount Vernon 424-1822
 RES: 2119 Trumpeter, Mount Vernon 98273 424-9117

R SMITH, Homer H. (1968) (Iris)
 *RES: 644 W 17th St, McMinnville OR 97128 (503)472-4828

NS SNODGRASS, Marilyn S. (1978)
 Deacon
 Chaplain, Purdy Corrections Center
 *RES: 8406 Dogwood Ln, Gig Harbor 98335 851-3286

NS SNOW, Peter D. (1984) (Karen Merriam)
 P in C, Church of the Holy Cross, Redmond
 OFF: PO Box 442, Redmond 98073 885-5822
 *RES: 1421 42nd Ave E, Seattle 98112 329-3784

SNYDER, Kenneth M. (1964) (Charlesta)
 Vicar, St. Columba's, Des Moines
 OFC: 2031 S 216th St, Seattle 98188 824-1966
 *RES: 6023 121st Ave SE, Bellevue 98006 271-4163 746-9296

NS SONNESYN, Roger (1984) (Trisha)
 *RES: 42828 282nd SE, Enumclaw 98022 825-2838

STEIG, G. Terrance (1989) (Theresa) Ofc:527-2266
 OFC: Pike Market Ministry
 1926 Post Alley, Seattle 98101 441-1814
 *RES: 5241 12th Ave NE, Seattle 98105 523-7068

R STERLING, Edward A. (1979) (Margaret)
 * RES: 3762 Palisades Pl W, Tacoma 98466 565-5137

NS STEWART, Daniel R. (LCDR CHC USNR) (1969) (Jill)
 *OFC: c/o Iolani School, 563 Kamoku St, Honolulu HI 96826
 RES: 322 Aolua St #1101, Kailua HI 9673 (401)849-5939

STEWART, Ralph R. (1980)
 Rector, St. John the Baptist, Seattle
 *OFC: 4210 SW Hanford, Seattle 98116 937-4545
 RES: 215 2nd Ave South #407, Seattle 8104 628-4816

R STEWART, Stuart (1971) (Debby)
 *RES: 9414 Division Ln SW, Tacoma 98499 582-4193

STORM, David A. (1967)
 Rector, St. Andrew's, Port Angeles
 *OFC: PO Box 609, Port Angeles 98362 457-4862
 RES: 418 E 12th, Port Angeles 98362 457-7251

TAYLOR, Michael S. (1972) (Judy)
 Vicar, All Saints', Tacoma
 *OFC: 205 96th St E, Tacoma 98445 537-2970
 RES: 9331 East B St, Tacoma 98445 535-2067

NS TAYLOR, Patricia L. (1984) (James)
 Deacon, Trinity Church, Seattle
 *OFC: 609 Eighth Ave, Seattle 9810 624-5337
 RES: 1504 NW 188th St, Seattle 98177 542-1446

TENCH, Jack M. (1969) (Joan)
 Rector, St. Stephen's, Oak Harbor
 *MLG: PO Box 1800, Oak Harbor 98277
 OFC: 7163 70th Ave NE, Oak Harbor 98277 679-3431
 RES: 7420 750th Ave W, Oak Harbor 98277 679-1746

TIERNAN, Joseph J. (1988) (Sherry)
 Rector, St. Barnabas Church, Bainbridge Island 98110
 *OFC: PO Box 10207, Bainbridge Island 98110 842-5601
 RES:

TOLBERT, James H. (1988) (Debra)
 Rector, St. Michael and All Angels, Issaquah
 OFF: PO Box 1319, Issaquah WA 98027 392-3215
 RES: 800 Highwood Dr SW, Issaquah 98027 391-6442

TOLL, Richard K. (Oregon) (Elaine)
 Canon of Honor, Diocese of Olympia
 St. John's Church, 2036 Jefferson, Milwaukie OR97222 (503)653-5880

TOMTER, Patrick A. (1968) (Evelyn)
 Rector, Christ Church, Tacoma
 *OFC: 310 North K Street, Tacoma 98403 383-1569
 RES: 3705 N Proctor, Tacoma 98407 759-1483

TRUITT, L. Walter ((1964)
 Vicar, St. Paul's, Port Townsend
 *MLG: PO Box 753, Port Townsend 98368
 OFC/RES: 1020 Jefferson St, Port Townsend 98368 385-0770

R VANCE, John R. B. (1965) (Margaret)
 *RES: 3621 N 18th St, Tacoma 98406 752-8976

R VAN ETEN, Albert K. (1965) (Barbara)
 Deacon, St. David's, Shelton
 *RES: 2820 Queens Way, B-1, Milton 98354 927-3224

R VICENT, S. Jose (1970) (Barbra)
 *RES: 13004 47th Ave SE, Everett 98204 337-6852

VIGGERS, Jack (1987) (Nancy)
 Assistant, St. Andrew's, Port Angeles
 *OFC: PO Box 609, Port Angeles 98362 457-4862
 RES: 536 E 11th St, Port Angeles 98362 452-6177

R VRUWINK, John H. (1969) (Emma)
 *RES: 1017 NE 84th Ave, Bellevue 98004 454-1095

NS WALKER, John F. (1981) (Jean Wharton)
 OFC: 4029 40th St NW, Oak Harbor 98277 675-3888
 *RES: 1312 E Blackberry Ln, Oak Harbor 98277 Ans Svc 675-8882

R WANAMAKER, Douglas R. (1968)
 *RES: 23600 Marine View Dr S #312, Des Moines 98198 878-6312

NS WAPPLER, Harry (1977) (Mary)
 OFC: KIRO TV, 3rd and Broad, Seattle 98121 728-7777
 *RES: 2125 First Ave #2101, Seattle 98121 624-7077

WARING, William D. (1987)
 Vicar, St. George's, Maple Valley
 *OFC: PO Box 376, Maple Valley 98038 432-5481
 RES: 14300 SE 176th T-5, Renton 98058 226-4278

R WEBB, W. Robert (1947) (Carol)
 *RES: Queen Anne Place 2-B
 620 W Mercer Pl, Seattle 98119 285-6645

WENDFELDT, Stephen (1984) (Kathy)
 Rector: St. Paul's, Bremerton
 *OFF: 700 Callahan Drive, Bremerton 98310 377-0106
 RES: 70 N. E. Teri Court, Bremerton 98310 478-0981

R WEST, Johnson E. (1951) (June)
 *RES: PO Box 147, Olga 98279 376-4748

NS WESTLING, Delbert S (1985) (Doris)
 *RES: 1515 6th Ave W #301, Seattle 98119 282-0941

WILLIAMS, Hollis R., Jr. (1985) (Katherine)
 Rector, Trinity Church, Everett
 *OFC: 2301 Hoyt Ave, Everett 98201 252-4129
 RES: 3420 Kromer Ave, Everett 98201 252-6898

WILSON, George S. (1976)
 Rector, St. Alban's, Edmonds
 *OFC: 21405 82nd Pl W, Edmonds 98020 778-0371
 RES: 21628 98th W, Edmonds 98020 776-3582

NP WILTON, G.W. Paul (1977) (Daniele)
 Chaplain's Office, St. Augustine's Hospital
 Chartham, Canterbury, CT4 71111 U.K.

WINN, John B. (1959) (Ann)
 Archdeacon, Pierce County and Peninsula Archdeacons
 Vicar, St. Antony's, Silverdale
 *OFC: PO Box 2822, Silverdale 98383 698-0555
 RES: 3303 Half Mile Rd, Silverdale 98383 692-0480

WOLFE, V. Eugene (1973) (Nancy)	
Priest-in-charge, St. Clement's, Seattle	324-3072
Chaplain, Puget Sound Maritime Ministry	
OFC: Pier 28, 2715 E Marginal Way S, Seattle 98134	382-1073
*RES: 5064 Beach Dr SW, Seattle 98136	932-1559
NS YIP, Paul K. (1985) (Yvonne)	
*RES: 932 Chilliwack, New Westminster BC V3L 4V5 Canada	
ZIMMERMAN, Curtis (Canon of Honor, Hawaii) (1979)	
Rector, Christ Church, Puyallup	
*OFC: 210 5th St SW, Puyallup 98371	848-2323
RES: 301 21st St NW, Puyallup 98371	840-4475

LICENSED CLERGY

BARNETTE, David C. (California) (Lela)	
*RES: 1521 Hwy 101 W, Sp 43, Sequim 98382	683-9104
BAYLES, Richard A. (Spokane) (Sharon)	
Supply Priest, St. Matthew's, Castle Rock	
*RES: 1205B NW 133rd St, Vancouver 98685	574-3536
BLACKMON, C. Edward (Hawaii)	
*RES: 11206 SE 223rd St, Kent 98031	854-6481
BROBURG, Anselm (Long Island) (Marion)	
*RES: 9116 NE 141st St, Bothell 98011	820-1897
DE VINE, Whitney Jones, (West Tennessee) (Craig)	
Deacon	
*RES: 1039 NE 127th, Seattle 98125	367-0284
ELLIOTT, Joseph W. (Northern California)	
RES: 1008 300th Pl, Ocean Park 98640	665-5977
*MLG: PO Bx 418, Ocean Park 98640	
FERRY, Daniel H. (Arizona) (Delores)	
Assisting Priest, Church of the Ascension, Seattle	
*OFC: 2330 Viewmont Way W, Seattle 98199	283-3967
RES: 4833 NE 45th St, Seattle 98105	526-8093
HAUGE, Morris J. (Oregon)	
Interim, St. George's, Seattle	362-2747
*RES: 150 Melrose East #204, Seattle 98102	726-9182

HELSEL, Verle (Spokane) (Ingrid) Deacon, St. Alban's Edmonds *RES: 23024 102nd Pl W, Edmonds 98020	Ofc. 544-4071 774-5606
HUBBARD, H. Winfield (Spokane) (Phyllis) Assisting Priest, St. David's, Shelton *RES: Route 2, Box 468, Vashon 98070	463-5043
INLOW, E. Burke, Ph.D. (Pennsylvania) (Louise) *RES: 2340 Magnolia Blvd W, Seattle 98199	282-3802
MANDRELL, H. Dean (Oregon) (Carol Elaine) Deacon, St. Michael and All Angels', Issaquah *RES: 8416 S 115th, Seattle 98178	Ofc 234-4279 772-7325
CAMPBELL-MAUPIN, Anne (Utah) (Peter) *RES; 16825 NE 19th Pl, Bellevue 98008	644-9454
MAUPIN, Peter B. (Utah) (Anne) P in C, St. Catherine's, Enumclaw OFF: PO Box 66, Enumclaw 98022 *RES: 16825 NE 19th Pl, Bellevue 98008	825-1544 644-9454
O'SHEA, Susan (Kansas) (Jerry) *RES:Box 122, Shelton 98584	426-8964
SOUTHWELL, Robert E. (Oregon) Assistant, St. Thomas, Medina OFC: PO Box 124, Medina 98039 *RES: 701 122nd Avenue NE, #101, Bellevue 98005	462-1051
STUBER, Richard L. (Wyoming) *RES: 402 N. E. 108th Street, Vancouver 98685	573-6904
WALLACE, Edward H. (New Westminster) Vicar, St. David's, Friday Harbor *OFC: P. O. Box 2714, Friday Harbor WA 98250 RES; P. O. Box 416, Friday Harbor WA 98250	378-5622 378-4298

CHURCH DIRECTORY

<u>Convocation</u>	Central	C	Overlake	O	Seattle South	SS
<u>Designations</u>	Northern	N	Peninsula	PN	Seattle North	SN
	Pierce County	PC	Southern	S	South King	SK

<u>Location</u>	<u>Church and Address</u>	<u>Convoc</u>	<u>Phone & Clergy</u>
Aberdeen	St. Andrew 400 E 1 St, Aberdeen 98520	C	533-2511 The Rev. Thomas Halbrook
Allyn	St. Hugh PO Box 156, Allyn 98524	PN	373-3284 The Rev. Robin Moore
Anacortes	Christ Church 1216 7th St, Anacortes 98221	N	293-5790 The Rev. Marvin Blake
Auburn	St. Matthew 123 L St NE, Auburn 98002	SK	833-0890 The Rev. Paul Rietmann
Bainbridge Island	St. Barnabas Wyatt Av at head of Bay MLG: PO Box 10207 Bainbridge Island 98110	PN	842-5601 The Rev. Joseph J. Tiernan
Battle Ground	Holy Spirit *MLG: PO Box 1117 416 E Main St, Battle Ground 98684 Battle Ground 98604	S	687-3301 The Rev. Elise Donahower
Bellevue	Church of the Resurrection 15220 Main St, Bellevue 98007	O	746-0322 The Rev. John P. Lambert
Bellevue	St. Margaret 4228 128th Ave SE, Bellevue 98006	O	746-6650 The Rev. Stephen J. Gehrig The Rev. John Nemes
Bellingham	St. Paul 2117 Walnut St, Bellingham 98225	N	733-2890 The Rev. John W. Gibbs
Blaine	Christ Church 4th and Boblett, Blaine MLG: P. O. Box 1067, Blaine 98230	N	734-2124 (Bellingham) The Rev. Ronald Reddell
Bremerton	St. Paul 700 Callahan Dr, Bremerton 98310	PN	377-0106 The Rev. Stephen Wendfeldt
Burien (Seattle)	St. Elizabeth 1005 SW 152nd St, Seattle 98166	SK	243-6844 The Rev. Jon Lindenauer

Camano Island	St. Aidan Land's Hill, 1 1/2 miles W of Stanwood MLG: PO Box 145, Stanwood 98292	N	629-3969 The Rev. Guy Sherman
Castle Rock	St. Matthew Studebaker Ave, Castle Rock 98611 Mission, St. Stephen's, Longview	S	423-5600 (Longview) The Rev. Philip McNairy The Rev. Richard Bayles Supply
Cathlamet	St. James Old Highway, Cathlamet 98612	S	The Rev. William Hunter, Supply
Centralia	St. John 104 S Rock, Centralia 98531	C	736-6991 The Rev. Roger Grist
Chehalis	Church of the Epiphany 18th and Sniveley Streets MLG: PO Box 277, Chehalis 98532	C	748-8232
Darrington	Church of the Transfiguration Commercial and Riddle Sts PO Box 55 Darrington 98241	N	435-3597 The Rev. William Forbes Supply
Des Moines	St. Columba 2031 S 216th St, Seattle 98188	SK	824-1966 The Rev. Kenneth Snyder The Rev. Marshall Ellis
Edmonds	St. Alban 21405 82nd Pl W, Edmonds 98020	SN	778-0371 The Rev. George S. Wilson The Rev. Verle Helsel
Elma	St. Luke Division and W Young, Elma MLG: PO Box 1294, Elma 98541	C	533-1811 (Aberdeen) The Rev. Hume Reeves, Jr.
Enumclaw	St. Catherine Marion and Washington Sts MLG: PO Box 66, Enumclaw 98022	SK	825-1544 The Rev. Peter Maupin
Everett	Trinity Church 2301 Hoyt Avenue, Everett 98201 The Rev. Stewart Ross	N	252-4129 The Rev. Hollis Williams The Rev. Richard Matters The Rev. L. Wayne Bond
Federal Way	Church of the Good Shepherd 345 South 312th, Federal Way MLG: PO Box 3108, Federal Way 98063-3108	SK	839-6100 The Rev. Randal Gardner The Rev. John T. Ledger
Forks	St. Swithin Mission of St. Andrew's Pt. Angeles, Meeting in Homes	PN	457-4862 (Pt. Angeles) The Rev. David A. Storm The Rev. Jack Viggers

Freeland	St. Augustine-in-the-Woods 5217 Honeymoon Bay Rd MLG: PO Box 11, Freeland 98249	N	321-4887 The Ven. William Burnett
Friday Harbor	St. David PO Box 2714, Friday Harbor 98250	N	378-5622 The Rev. Edward Wallace
Gig Harbor	St. John 7701 46th Ave NW, Gig Harbor 98335	PC	858-3777 The Rev. Judith McDaniel
Hoodsport	St. Germain N 600 Lake Cushman Rd MLG: PO Box 222, Hoodsport 98548 Mission of St. David's, Shelton	C	877-9879 (Shelton) The Rev. Donald Maddux The Rev. Winfield Hubbard
Hoquiam	Holy Trinity 212 4th St, Hoquiam 98550	C	532-5262 The Colin A. Campbell
Issaquah	St. Michael and All Angels 2nd and Darst MLG: PO Box 1319, Issaquah 98027	O	392-3215 The Rev. James Tolbert
Kenmore	Church of the Redeemer 62nd NE and NE 182nd MLG: PO Box 677, Kenmore 98028	SN	486-3777 The Rev. John Fergusson The Rev. Walter Knowles
Kent	St. James 24447 94th Ave S. Kent MLG: PO Box 156, Kent 98035	SK	852-4450 The Rev. Richard Garlich Interim
Kirkland	St. John 105 State St, Kirkland 98033 MLG: PO Box 514, Kirkland 98033	O	827-3077 The Ven. Wallace E. Bristol Interim The Rev. Geoffrey Ethelston
Lacey	St. Benedict 910 Bowker St, Lacey MLG: PO Box 3811, Lacey 98503	C	456-2240 The Rev. William C. Riker
Longview	St. Stephen 1428 22nd Ave, Longview 98632	S	423-5600 The Rev. Philip McNairy The Rev. Mary Louise Allen The Rev. John Glase Deacon
Lopez Island	Grace Church Humphrey Head MLG: PO Box 324, Lopez Island 98261	N	468-3477 The Rev. John B. Lockerby
Lynnwood	Emmanuel Mission PO Box 6453, Lynnwood 98036	N	485-9432 The Rev. Charles Reeder

Maple Valley	St. George 24231 Witte Rd SE MLG: PO Box 376, Maple Valley 98038	SK	432-5481 The Rev. William Waring
Marysville	St. Philip 4312 84th St NE, Marysville 98270	N	659-1727 The Rev. Michael Jarvis
Meadowdale	St. Hilda-St. Patrick, Meadowdale 15224 52nd Ave W, Edmonds 98020	N	743-4655 The Rev. Paul Collins
Medina	St. Thomas 84th Ave NE and NE 12th St MLG: PO Box 124, Medina 98039	O	454-9541 The Rev. Fletcher Davis The Rev. Kenneth Grabinski Deacon The Rev. Robert Southwell
Mercer Island	Emmanuel Church 4400 86th Ave SE, Mercer Isl 98040	O	232-1572 The Rev. Roy Green The Rev. Thomas Kehayes The Rev. David Jackson
Mill Creek	St. Francis 13716 Bothell Way SE Mill Creek 98012	N	745-6552 The Rev. Robert Bethea
Monroe	Church of Our Saviour 329 S Lewis St MLG: PO Box 99, Monroe 98272	N	794-4816 The Rev. Herbert W. Ainsley
Montesano	St. Mark 124 Sylvia, Montesano 98563	C	533-1811 (Aberdeen) The Rev. Hume Reeves, Jr.
Mount Vernon	St. Paul 18th and Kincaid Sts MLG: PO Box 1142, Mount Vernon 98273	N	424-1822 The Rev. Don L. Smith
Oak Harbor	St. Stephen 7163 70th Ave NE, Oak Harbor MLG: PO Box 1800, Oak Harbor 98277	N	679-3431 The Rev. Jack Tench
Olympia	St. Christopher 3320 79th Ave NW, (Steamboat Isl) Olympia 98502	C	866-2111 The Rev. Robert Biever
Olympia	St. John 114 E 20th Ave, Olympia 98501	C	352-852 The Rev. James Blundell The Rev. Portia Mather
Orcas Island	Emmanuel Church Eastsound MLG: PO Box 8, Eastsound 98245	N	376-2352 The Rev. Patterson Keller

Port Angeles	St. Andrew 510 Park St MLG: PO Box 609, Pt. Angeles 98362	PN 457-4862 The Rev. David Storm The Rev. Jack Viggers
Port Gamble	St. Paul Chapel of St. Charles, Poulsbo Main St (Hwy), Port Gamble MLG: PO Box 446, Poulsbo 98370	PN 779-3524 (Poulsbo) The Rev. Joseph Carney
Port Orchard	St. Bede PO Box 845, Port Orchard 98366	PN 876-1182 The Rev. Robin Luethe Supply
Port Townsend	St. Paul 1020 Jefferson St MLG: PO Box 753, Pt. Townsend 98368	PN 385-0770 The Rev. L. Walter Truitt
Poulsbo	St. Charles 20295 Little Valley Rd MLG: PO Box 446, Poulsbo 98370	PN 779-3524
Puyallup	Christ Church 210 5th St SW, Puyallup 98371	PC 848-2323 The Rev. Curtis Zimmerman
Redmond	Church of the Holy Cross 11526 162nd Ave NE MLG: PO Box 442, Redmond 98073	O 885-5822 The Rev. Peter Snow
Renton	St. Luke 99 Wells Ave S, Renton 98055	SK 255-3323 The Rev. John Schaeffer The Rev. Dean Scovell
Rockport	St. Martin-St. Francis 100 Mile Post, Hwy 20	N Mrs. Nancy Cook, Senior Warden 5598 Hwy 20 Rockport WA 98283
Seattle	All Saints 5150 S Cloverdale St, Seattle 98118	SS 721-0285 The Rev. Wm. Bertolin
Seattle	Church of the Ascension 2330 Viewmont Way W Seattle 98199	SS 283-3967 The Rev. Daniel Ferry Interim
Seattle	Christ Church 1305 NE 47th St, Seattle 98105	SN 633-1611 The Rev. Barrett Lindsey The Rev. John Vruwink The Rev. Stephen Garratt
Seattle	Church of the Epiphany 1807 38th Avenue, Seattle 98122	SS 324-2573 The Rev. Donald Goodheart The Rev. Dorian McGlannan

Seattle	Pike Market Ministry Sts. Martha and Mary Chapel 1926 Post Alley, Seattle 98101	SS 441-1814 The Rev. Carol Ludden The Rev. Terrance Steig Office 441-4908
Seattle	St. Andrew 111 NE 80th St, Seattle 98115	SN 523-7476 The Rev. Stanley Fowler The Rev. Meg Lewis
Seattle	St. Clement 1501 32nd Ave S, Seattle 98144	SS 324-3072 The Rev. Eugene Wolfe
Seattle	St. David 18842 Meridian Ave N, Seattle 98133	SN 364-4860 The Rev. Lawrence Ford Priest in charge
Seattle	St. Dunstan (The Highlands Parish) 722 N 145th St, Seattle 98133 Florence Henry Memorial Chapel MLG: PO Box 33029, Seattle 98133	SN 363-4319 The Rev. Thomas Dement The Rev. John Shiveley
Seattle	St. Elizabeth (See Burien)	
Seattle	St. George 2212 NE 125th St, Seattle MLG: PO Box 25535, Seattle 98125	SN 362-2747 The Rev. Morris Hauge Interim
Seattle	St. James of Jerusalem 609 Eighth Ave, Seattle 98104 MLG: PO Box 3292, Seattle 98114	SS 624-2644 The Rev. Peter Lai
Seattle	St. John the Baptist 4210 SW Hanford St, Seattle 98116	SS 937-4545 The Rev. Ralph Stewart
Seattle	St. Luke 5710 22nd Ave NW, Seattle 98107	SN 784-3119 The Rev. Kevin E. Martin The Rev. Thomas Minifie The Rev. Dennis Bennett Rector Emeritus
Seattle	St. Margaret (White Center) 2440 SW Roxbury, Seattle 98106	SS 767-5150
Seattle	St. Mark's Cathedral 1245 Tenth Ave East, Seattle 98102	SS 323-0300 The Very Rev. Fred Northup The Rev. Cn Carl Berkedal The Rev. Cn John Huston The Rev. Cn. Ralph Carskadden The Rev. John Erskine
Seattle	St. Paul 15 Roy St, Seattle 98109	SS 282-0786 The Rev. Peter Moore The Rev. Mark Miller The Rev. William Landram

Seattle	St. Peter 1610 S. King, Seattle 98144	SS 323-5250 The Rev. Timothy Nakayama
Seattle	St. Stephen 4805 NE 45th St, Seattle 98105	SN 522-7144 The Rev. Michael Creighton The Rev. Scott Miller
Seattle	Trinity 609 Eighth Ave, Seattle 98104	SS 624-5337 The Rev. Allan Parker The Rev. Philip Peterson The Rev. Patricia Taylor
Seaview	St. Peter Fourth St, Seaview MLG: PO Box 268, Seaview 98644	C 642-3115
Sedro-Woolley	St. James State and Puget Sts MLG: PO Box 128, Sedro-Woolley 98284	N 855-0040 The Rev. Fitzroy Richards
Seki	St. Jerome Mission, St. Andrew, Pt. Angeles Meeting in homes	PN 457-4862 (Pt. Angeles) The Rev. David Storm The Rev. Jack Viggers
Sequim	St. Luke N Sequim Ave and Spruce St MLG: PO Box 896, Sequim 98382	PN 683-4862
Shelton	St. David of Wales 4th and Cedar Sts MLG: PO Box 339, Shelton 98584	C 426-8472 The Rev. Donald Maddux The Rev. Winfield Hubbard
Silverdale	St. Antony of Egypt 10239 Old Frontier Road MLG: PO Box 2822, Silverdale 98383	PN 698-0555 The Ven. John B. Winn
Snohomish	St. John 913 Second St, Snohomish 98290	N 568-4622 The Rev. John R. Bell
Snoqualmie Valley	St. Clare 125 River Street, Snoqualmie MLG: P. O. Box 369, Snoqualmie 98065	O 822-3003 (United Methodist Church) The Rev. Frederick Jessett
South Bend	St. John 501 Cowlitz St, South Bend MLG: 400 East First St, Aberdeen 98520	C 523-2511 (Aberdeen) 533-1811 " The Rev. Hume W. Reeves
Tacoma	All Saints 205 96th St E, Tacoma 98445	PC 537-2970 The Rev. Michael S. Taylor
Tacoma	Christ Church 310 North K St, Tacoma 98403	PC 383-1569 The Rev. Patrick Tomter

Tacoma	Holy Family of Jesus 310 North K St, Tacoma 98403	PC 572-3160 The Rev. Kevin Allen
Tacoma	St. Andrew 1201 S Jackson St , Tacoma 98465	PC 564-4402 The Rev. West R. Davis
Tacoma	St. Joseph-St. John 1111 Old Military Road MLG: PO Box 97298, Tacoma 98497	PC 584-6143 The Rev. Richard French
Tacoma	St. Luke 3615 N Gove, Tacoma, 98407	PC 759-3534 The Rev. George L. King
Tacoma	St. Mary (Lakewood) 10630 Gravelly Lk Dr SW, Tacoma 98499	PC 588-6621 The Rev. Kent McCulloch The Rev. David Gunderson
Tacoma	St. Matthew 6800 Eastside Dr NE, Tacoma 98422	PC 927-9808 The Rev. John L. Gretz Interim
Tahuya	St. Nicholas (Hood Canal) PO Box 101, Tahuya 98588	PN 373-3209 The Rev. Robin Moore
Vancouver	All Saints 2100 NW 99th St, Vancouver 98665	S 573-8106 The Ven. Robert Christie The Rev. Elaine Morgan Deacon
Vancouver	Church of the Good Shepherd 805 SE Ellsworth Ave, Vancouver 98664	S 892-7770 The Rev. Robert Rhodes
Vancouver	St. Luke 426 E Fourth Pl Blvd, Vancouve 98663	S 696-0181 The Rev. Edward Rankin The Rev. Orme Kellett
Vashon	Church of the Holy Spirit Main Rd, N of Vashon MLG: PO Box 508, Vashon 98070	SS 567-4488 The Rev. Sherman Hesselgrave
Washougal	St. Anne 2350 B St, Washougal MLG: PO Box 62, Washougal 98671	S 835-5301 The Rev. Mary Ann Peters
Westport	St. Christopher W Spokane Ave, Westport MLG: PO Box 1248, Westport 98595	C 533-1811 (Aberdeen) The Rev. Hume Reeves
Yelm	St. Timothy PO Box 1109, Yelm 98597	C The Rev. J. Norris Pearson

CLERGY WIDOWS OF THE DIOCESE

Mrs. F. H. Avery (Dorothy)
PO Box 4734
Rolling Bay WA 98061

Mrs. Gladys Boddington
Abilene Court, 2901 Bridge Pt Wy W
Tacoma WA 98466

Mrs. Hugh Barnes (Christopher)
11912 N.E. 151st Place
Bothell WA 98011 (488-3866)

Mrs. A. M. Carlton (Elodie)
5381 Huntley Ave
Garden Grove CA 92645

Mrs. William F. Copeland (Cynthia)
4114 92nd Ave SE
Mercer Island WA 98040

Mrs. Elmer B. Christie (Margaret)
720 Exeter House, #802
Seattle WA 98101

Mrs. Thomas G. Goman (Mar)
1735 SE Nehalem
Portland OR 97202

Mrs. Daniel M.S. Hevenor (Win)
464 Lampson St, Apt 210
Victoria BC Canada V9A 53

Mrs. Edwin Hitchcock (Edie)
1808 SW 307th
Federal Way WA 98023

Mrs. Chester L. Hults (Esther)
12758 7th Ave NW
Seattle WA 98177

Mrs. Raymond D. Holmes (Lillian)
21029 NE 117th St
Redmond WA 98053

Mrs. Robert Will (Marion)
420 2nd Ave SE
Pacific WA 98047

Mrs. J. Irwin McKinney
6720 E. Greenlake Way N
Seattle WA 98103

Mrs. Clay Kuhn (Page)
9811 NE 130th Pl 3206
Kirkland WA 98034

Mrs. Arthur Lord (Betty)
4812 Macadam Ct SE
Olympia WA 98501

Mrs. Walter W. McNeil (Agnes)
816 S 216th St #546G
Des Moines WA 98198

Mrs. Thomas E. Jessett
816 S 216th St
Des Moines 98198

Mrs. Ivan E. Merrick (Barbara)
1000 8th Ave, A-1118
Seattle WA 98101

Mrs. Philip Pomeroy (Peggy)
1215 SW 132nd Lane, #323
Seattle WA 98108

Mrs. John Shideler (Beth)
20319 Meridian Ave N
Seattle WA 98133

Mrs. Norman Stockwell (Jane)
2804 Halverson Ave
Bremerton WA 98310

Mrs. R. Norris Twitchell (Isabel)
Remington Place
3025 N. E. 137th #306
Seattle WA 98125
Mrs. Arthur Vall-Spinosa (Alice)
P. O. Box 341
Medina WA 98039

Mrs. James E. Price (Hilda)
1011 Bonneville Ave
Snohomish WA 98290

Mrs. Richard Yunker
5200 N. W. Cherry St
Vancouver WA 98663

Mrs. William C. Harvey (Arlene)
1910 E. 33rd St
Vancouver WA 98663

MINUTES OF THE 79TH ANNUAL CONVENTION
OF THE DIOCESE OF OLYMPIA
NOVEMBER 3-4, 1989

The 79th Annual Convention of the Diocese of Olympia convened at 8:30 A.M. Friday, November 3, 1989, at St. Mark's Cathedral.

Friday, November 3, 1989

1. DEVOTIONS

Opening devotions were led by the Reverend Ralph Stewart, Rector, St. John the Baptist, Seattle, and Joan Thompson, Chair Diocesan Liturgy and Music Commission.

2. CALL TO ORDER

The Right Reverend Robert Hume Cochrane called the convention to order at 8:40 A.M.

CERTIFICATION OF QUORUM

The Secretary, The Reverend John G. Schaeffer certified a quorum was present.

3. ELECTION OF SECRETARY, APPOINTMENT OF ASSISTANT SECRETARIES

The Reverend George King, Chair, Committee on Nominations, nominated The Reverend John G. Schaeffer, Rector, St. Luke, Renton, as Secretary of Diocesan Convention. Motion made, seconded and PASSED to close nomination and authorize the Secretary to cast a unanimous ballot.

Father John Schaeffer announced the appointment of Assistant Secretaries: Pearl LaRonde, Betsy Greenman, Ruth Adams. Bishop Cochrane pronounced the appointments so ordered.

4. APPOINTMENT OF THE CHANCELLOR

Bishop Cochrane asked the approval of Convention on the appointment of the Honorable Dewitt Williams as Chancellor of the Diocese of Olympia. Motion was made, seconded and PASSED to approve the appointment.

5. REPORT OF THE COMMITTEE ON DISPATCH OF BUSINESS

The Reverend Mary Drew, Chair, Committee on Dispatch of Business, presented the agenda. Motion made, seconded and PASSED to accept the report.

Committee on Dispatch of Business
ORDER OF BUSINESS

89/1

<u>Estimated Time Frame</u>	<u>Agenda Item</u>	<u>Reference</u>
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Friday, November 3, 1989

8:30 - 9:00 am

1. Devotions
2. Call to Order & Certification of Quorum
3. Election of Secretary; Appointment of Assistant Secretaries,
4. Appointment of Chancellor
5. Report of Committee on Dispatch of Business 89/1
 - Miss Mary S. Drew
6. Appointment of Committees and Commissions 89/3
7. Episcopal Nomination - Trial Court
8. Report of the Committee on Privilege 89/4
 - The Reverend Mark Miller
9. Report of the Committee on Admission of New Parishes and Missions 89/5
 - Mr. Walter Hansen
10. First Report of the Committee on Resolutions 89/6
 - The Reverend John Fergusson

*9:00 am

- *11. Report of the Nominating Committee 89/7
 - The Reverend George King
12. Further Nominations
13. Nominations - Deputies to General Convention, 1991
14. Introduction of New Clergy and Staff - Bishop Cochrane
15. Welcome - St. Mark's Cathedral
 - The Very Rev. Frederick Northup
 - The Host Parish, Christ Church, Tacoma
 The Reverend Patrick Tomter
16. Report of the Committee on Constitution 89/8
 and Canons - Mr. John Veblen

*10:30 am

- *17. FIRST BALLOT
18. Report of the Treasurer - Mrs Joyce McConnell 89/9
19. Report of the Diocesan Investment Fund
 - Mr. James F. Hodges
20. Report of the Personnel Committee 89/13
 - Mr. Steve Faust

*11:55

- *21. Report of Tellers

12 noon - 1:15 pm - Noon Day Prayers
 Break for lunch - Recess

Estimated Time FrameAgenda ItemsReferenceFriday Afternoon*1:15 pm

22. Call to Order

*23. SECOND BALLOT

24. Report - The Commission on Evangelism
- Mr. Don Jablonowski

25. Report - The Human Needs Commission
- Mrs. Cheryl Larsen Shaul
- Mr. Jim Twomey

*2:30 pm*26. Report of the Bishop and Diocesan Council

a) Annual Report - Jane Clemmons 89/14

b) Presentation and Action on 1990 Program
Budget - The Rt. Rev. Robert Cochrane 89/15

c) Presentation and Action on Net Disposable
Income Factor for 1990 - Mr. Duncan Bayne

27. Report of the Evaluation Committee 89/17
- Mrs. Dot Gailey

28. Report of Ecumenical Commission
- Mr. Stephen Moore

*5:00 pm

*29 Report of Tellers

*FIXED ORDER OF BUSINESS

Recess until 8:30 a.m. Saturday

Convention Dinner - Seattle Trade Center

2601 Elliot Avenue
- Social Hour 6:00 p.m.
- Dinner 7:00 p.m.

<u>Estimated Time Frame</u>	<u>Agenda Items</u>	<u>Reference</u>
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Saturday, November 4, 1989

8:30 am

30. Call to Order

*8:30 am

- *31. THIRD BALLOT

32. Theological Education Diocesan School of Theology
- Ms. Nancy Harris, Dean

33. Report of Episcopal Charities Appeal 89/24
- Mrs. Peggy Habegger

34. Report - The Commission on Ministry
- The Rev. Judith McDaniel

35. Episcopal Churchwomen - Mrs. Sharon Monks

*9:50 am

- *36. Report of Tellers

*10:15 am

- *37. EUCHARIST - BISHOP COCHRANE'S ADDRESS 89/12

12:00 noon

Break for lunch - recess

1:15 pm

38. Call to Order

39. Bishop Warner's Reflections and Remarks

40. FOURTH BALLOT (if necessary)

41. Second Report of Committee on Resolutions 89/6

42. Report of Tellers (if 4th ballot taken)

43. Other Business

ADJOURNMENT

***FIXED ORDER OF BUSINESS**

6. REPORT OF COMMITTEES AND COMMISSIONS

Bishop Cochrane presented the appointments indicating that some required action from Diocesan Convention, some were for information and ALL were made in consultation with and with the approval of Bishop Coadjutor, Vincent W. Warner.

1989 CONVENTION COMMITTEES

89/3

Committee on Convention

Miss Mary Drew, Chairperson, St. Paul, Seattle
 The Reverend John Schaeffer, St. Luke, Renton
 Mr. John Veblen, St. Steven
 The Reverend John Fergusson, Church of the Redeemer, Kenmore
 The Reverend Mark Miller, St. Paul, Seattle
 The Reverend George King, St. Luke, Tacoma

Constitution and Canons

Mr. John Veblen, Chair, St. Stephen
 The Reverend Stanley Fowler, St. Andrew, Seattle
 The Reverend Patrick Tomter, Christ Church, Tacoma
 Mr. Donald H. Mullins, St. Stephen, Seattle
 Mr. DeWitt Williams, Diocesan Chancellor,
 St. Stephen, Seattle
 Mr. Willard Wright, Church of the Epiphany, Seattle
 Mr. Douglas S. Oles, Church of the Redeemer, Kenmore

Committee on Resolutions

The Reverend John Fergusson, Chair,
 Church of the Redeemer, Kenmore
 Mrs. Gwen Wrede, St. Andrew, Seattle
 Mr. Dan Dubitzky, St. Barnabas, Bainbridge Island
 The Reverend Kent McCulloch, St. Mary, Tacoma

Committee on Nominations

The Reverend George King, Rector, St. Luke, Tacoma
 The Reverend Tom Dement, St. Dunstan's, Seattle
 Mrs. Carolyn Forbes, St. George, Seattle
 Mr. Ernest V. Fenn, St. Margaret, Bellevue
 Mr. Rudy Hill, St. Clement, Seattle

Committee on Dispatch of Business

Miss. Mary Drew, Chair, St. Paul, Seattle
 Mr. Bill Gill, St. John, Gig Harbor
 Mr. Carl Khirk, St. Mark Cathedral, Seattle
 The Reverend John Lambert,
 Church of the Resurrection, Bellevue

Committee on Privilege

The Reverend Mark Miller, St. Paul, Seattle
 Mrs. Mary Ellen Bahklow, Church of the Ascension, Seattle
 Mr. Thurman Palmer, St. Andrew, Tacoma

Admission of New Parishes and Missions

89/3/2

Mr. Walter Hansen, Chair,
Church of the Resurrection, Bellevue
Mr. Bill KURTz, St. George, Seattle
The Reverend Paul Reitman, St. Matthew, Auburn

The Trial Court

The Reverend Canon William Forbes, chair
The Reverend Stanley Fowler, St. Andrew, Seattle
The Reverend John P. Gorsuch, St. Mark Cathedral
The Honorable George E. Revelle, St. Mark Cathedral
The Honorable Hardyn B. Soule, St. Luke, Seattle
The Honorable Eugene A. Wright, St. Stephen, Seattle
Mr. Stanley Taylor, St. Andrew, Seattle

The Cathedral Chapter

The Bishop, The Right Reverend Robert Hume Cochrane
Dean, The Very Reverend Frederick B. Northup
President, Standing Committee, The Reverend Allan C. Parker
The Chancellor of the Diocese, Mr. Dewitt Williams
The Chancellor of the Cathedral, Mr. J. Vernon Williams
Elected by St. Marks Parish:

Mrs. Diana Gale
Mr. Ken Munson
Mr. Tom Huntley
Mrs. Linda Leisy

Elected by Convention:

Dr. Michael E. Evans
The Reverend Ralph Stewart
The Reverend Judith McDaniel
Mrs. Roger Mathis (Sandy)
The Reverend Roy Green
Mrs. James Perry (Jean)

Commission on Church Architecture

The Venerable Paul E. Langpaap, Archdeacon of Olympia
The Reverend Robert Biever, St. Christopher, Olympia
Mr. James Bryant, St. Thomas, Medina
Mr. Michael M.E. Chang, Emmanuel, Mercer Island
Mr. Austin Grant, Christ Church, Seattle
Canon Peter Hallock, St. Mark Cathedral, Seattle
Mr. Bob Melim, St. Barnabas, Bainbridge Island
Mr. James Perry, St. Michael and All Angels' Issaquah
Mr. Ralph Provencal, St. Benedict, Lacey
Mr. Gary Tisdale, St. John the Baptist, Seattle
Mr. Nathan Thomas, St. Barnabas, Bainbridge Island
The Reverend Walter L. Truitt, St. Paul, Port Townsend
Mr. Lawrence Waldron, Emmanuel, Mercer Island

Committee on Evaluation

89/3/3

Mrs. Dot Gailey, Chair, St. Stephen, Oak Harbor
The Reverend Paul Collins, St. Hilda/St. Patrick, Edmonds
Mrs. June Bird, St. Luke, Seattle
Mrs. Marie Fuller, St. Joseph/St. John, Tacoma
Mr. Chuck Miller
The Reverend Norris Pearson, St. Timothy, Yelm
The Reverend William Sell-Lee, Holy Spirit, Vashon
The Reverend Stephen Wendfeldt, St. Paul, Bremerton

Personnel Commission

Mr. Steve Faust, Chair, St. Matthew, Tacoma
Ms. Kathy Adrian, St. Luke, Tacoma
Dr. Suzanne Brainard, St. Mark, Seattle
The Reverend Thomas Halbrook, St. Andrew, Aberdeen
Mr. Bruce Hand, St. Thomas, Medina
Mrs. Eleanor Klepeis, St. Benedict, Lacey
The Reverend John Lambert,
Church of the Resurrection, Bellevue
The Reverend Kenneth Snyder, St. Columba, Des Moines

Commission on Ministry

The Reverend Judith McDaniel, Convenor, St. John, Gig Harbor
The Reverend Hollis R. Williams, Trinity, Everett
The Reverend John F. Ferguson,
Church of the Redeemer, Kenmore
Mrs. Helen Rogers, St. Clare, Snoqualmie
The Reverend Kevin Martin, St. Luke, Seattle
Mr. James Church, St. Margaret, Bellevue
Dr. Keith Moore, St. Mark Cathedral, Seattle
Mr. Stanley Bechtol, St. Phillip, Marysville
The Venerable Robert L. Christie, All Saints, Vancouver
Mrs. Tovi Harris, St. James, Kent

COMMISSION ON MINISTRY - The Bishop asked the Convention to confirm the following appointments.

- The Reverend Judith McDaniel, Rector, St. John Gig Harbor for a second term.
- The Reverend John Ferguson, Rector, Redeemer, Kenmore for a first full term.
- Dr. Susan Kehayes, Emmanuel, Mercer Island for a first full term.

Motion was made, seconded and PASSED to confirm the Bishop's appointments.

BOARD OF DIRECTORS - The Bishop asked the Convention to approve the following appointments.

- The Reverend James Blundell, Rector, St. John's, Olympia
- Laura Saunders, St. Mark Cathedral, Seattle
- Clarice Cedergreen, St. John, Snohomish.

Motion was made, seconded and PASSED to approve the appointments.

- 7 TRIAL COURT - The Bishop nominated to Convention for election the following members of the Trial Court:

The Reverend Canon William Forbes
 The Reverend John P. Gorsuch
 The Reverend Stanley G. Fowler, Jr.
 The Honorable Hardyn B. Soule
 The Honorable Eugene A. Wright
 The Honorable Stanley Taylor
 The Honorable George E. Revelle

Motion was made, seconded and PASSED to elect those nominated by the Bishop to be the Trial Court.

- 7a RECORDING OF THE JUDGEMENT OF THE BISHOP IN REGARD TO THE DISSOLUTION OF THE PASTORAL RELATION BETWEEN THE VESTRY AND RECTOR OF ST. LUKE'S, SEQUIM

The pastoral relation between the Reverend Alan David Reynolds and the parish of St. Luke's Episcopal Church, Sequim, Washington is hereby dissolved effective September 15, 1989. As of that date Father Reynolds is no longer the Rector of St. Luke's, Sequim.

8. REPORT OF THE COMMITTEE ON PRIVILEGE

89/4

The Committee on Privilege recommends that the following persons be given the privilege of seat and voice at the 79th Annual Convention of the Diocese of Olympia.

Retired Bishops now residing in the Diocese:

The Right Reverend Lane W. Barton, Eastern Oregon
 The Right Reverend David R. Cochran, Alaska
 The Right Reverend Charles Lee Burgreen

Officers of the Diocese who are not delegates:

Dr. James F. Hodges, Executive Vice President
 Mr. Raymond Copin, Deputy for Administration
 Mrs. Ruth Adams, Assistant Secretary
 Mrs. Christine Smith-Clark, Assistant Secretary

Lay Staff Members:

Mrs. Lois Bartholomew, Business Manager, Diocesan House
 Ms. Charlotte Ellis, Coordinator, Pastoral Ministries
 Ms. April Gaines, Development Officer
 Ms. Betsy Greenman, Christian Education Director
 Ms. Nancy Harris, Dean, Diocesan School of Theology
 Mr. Gregory Hope, Refugee Coordinator
 Mr. & Mrs. Burt Duncan, Directors, St. Andrew's House
 Ms. Cheryl Larsen-Shaul, Human Needs Coordinator
 Mrs. Joanne Scallon, Editor, Evergreen Messenger
 Mr. William Tubbs, Director of Huston Center
 Mrs. Nancy Wolfe, Youth Director

Board of Directors of the Diocese not members of Convention:

Mr. Samuel Brown	Dr. Laura Saunders
Mr. Norton Clapp	Mr. William Schneider
Mr. Clarice Cedergreen	Mr. William Wilton

Representing Institutions in the Diocese:

Mr. Robert Klarsch, Headmaster, The Annie Wright School
 Mr. Robert Minnerly, Headmaster, Charles Wright Academy
 Mr. Robert Baltrusis, Director, Episcopal Youth Services
 Sister Ellen Stephen, Sister-in-charge, Order St. Helena

Representing Committees or Commission of the Diocese:

Mr. Walter Hansen, Admission New Parishes and Missions
 Mr. John Veblen, Constitution and Canons
 Mr. William Martyn, Episcopal Charities Appeal
 Mrs. Sharon Monks, Episcopal Churchwomen
 Mr. Steve Faust, Personnel Committee
 Mr. Don Jablonowski, Evangelism Commission
 Mr. Jim Twomey, Human Needs Commission
 Mrs. Dot Gailey, Evaluation Committee
 Mr. Stephen Moore, Ecumenical Commission
 Dr. Trevor Bryant, Mr. Stan Bechtol, Ms. Margaret Burt,
 Ms. Tina Butt, Mr. John Campbell - Committee on Laity
 Mrs. Gwen Wrede, Resolutions Committee

Representatives from Developing Congregations:

89/4/2

Church of the Holy Spirit, Battleground	
Mr. Robert Zeller	Mrs. Audrey Zeller
St. Clare's, Snoqualmie	
Mr. Hank Westbrook	Mrs. Sherron Bassett
St. Martin/St. Francis, Rockport	
Mr. Ray Johnson	Mrs. Elsie Johnson
St. Martha/St. Mary Chapel, Pike Market Ministry	
Mr. Rick Hudson	Mrs. Ramona Fyfe
St. Timothy's, Yelm	
Mr. Harry Petersen	Mrs. Jerrilee Petersen

Licensed Clergy in the Diocese:

Arnold-Boyd, Annette (Oregon)
 Barnette, David C. (California)
 Bayles, Richard A. (Spokane)
 Blackmon, C. Edward (Hawaii)
 Broburg, Anselm (Long Island)
 Campbell-Maupin, Anne (Utah)
 DeVine, Whitney Jones (West Tennessee)
 Dills, R. Scott (Spokane)
 Elliott, Joseph W. (No. California)
 Ferry, Daniel H. (Arizona)
 Hauge, Morris J. (Oregon)
 Helsel, Verle (Spokane)

Hubbard, H. Winfield (Spokane)
Inlow, E. Burke, Ph.D. (Pennsylvania)
Mandrell, H. Dean (Oregon)
Maupin, Peter B. (Utah)
Miller, Scott
O'Shea, Susan (Kansas)
Southwell, Robert K. (Oregon)
Stuber, Richard L. (Wyoming)
Tatro, Marya L. (Wyoming)
Walker, Edward H. (New Westminster)

Guest:

The Reverend Canon Rudolf Devik

Submitted, Mark J. Miller, Chair

Changes to be made, substitute Martyn for Habegger; Hudson for Turner; add Scott Miller and Canon Devik.

Motion was made, seconded and PASSED to approve the report with the changes indicated.

9. REPORT OF THE COMMITTEE ON ADMISSION OF NEW PARISHES AND MISSIONS - Mr. Walter Hansen

Mr. Hansen, Chair, stated: information has come to the committee regarding application from two congregations requesting admission into union with convention.

One is for admission as a mission, the other for parish status. Both have received certification from the Ecclesiastical Authority of this Diocese. A review of both applications concludes that the requesting congregations have met all application provisions of the current Constitution and Canons of the Diocese. The Committee recommends action to admit both congregations into union with convention. The Reverend Paul Rietmann will present the motions.

Motion made, seconded and PASSED that Emmanuel Church, Alderwood, WA, be admitted into union with Convention as an organized mission.

Motion made, seconded and PASSED that the Church of the Good Shepherd, Federal Way, WA, be admitted into union with Convention as an organized parish. The Reverend Randal Gardner and members of the parish received the applause of convention. Father Gardner indicated it was appropriate that Good Shepherd be the newest parish in the Diocese, since Federal way is the newest city in the state.

Mr. Hansen stated that the approval of the recommendations by the committee, as acted on by Convention, concludes the report.

*11. REPORT OF THE NOMINATING COMMITTEE

Nomination for Archivist:

Mrs. Peggy Hansen, Church of the Resurrection, Bellevue
Motion made, seconded and PASSED, to close nominations and
instruct the Secretary to cast a unanimous ballot.

Mrs. Hansen was elected.

Nomination for Historiographer:

The Reverend Charles Schreiner.

Motion made, seconded and PASSED to close nominations and
instruct the Secretary to cast a unanimous ballot.

Dr. Schreiner was elected.

Nomination for Treasurer:

Mrs. Joyce McConnell, St. Mark's Cathedral, Seattle

Motion made, seconded and PASSED to close nominations and
instruct the Secretary to cast a unanimous ballot.

Mrs. McConnell was elected.

Nominations for Diocesan Council:

Clergy: Kenneth Snyder, Vicar, St. Columba, Des Moines

Peter Lai, Vicar, St. James Jerusalem, Seattle

Lay: Ted Casimes, St. Luke, Seattle

Vesta Lloyd, St. Thomas, Medina

Diana Wood, St. Christopher, Westport

There being no further nominations, nominations were closed.

*Fixed Order of Business

Nominations for Standing Committee:

Clergy: John Gibbs, St. Paul, Bellingham

Philip McNairy, St. Stephen, Longview

Lay: James Magee, St. Thomas, Medina

Andrea (Bunny) Williams, St. Stephen, Seattle

Nomination from the floor:

Chuck Neal, Good Shepherd, Federal Way

There being no further nominations, nominations were closed.

Nominations for Cathedral Chapter:

Clergy: Patrick Tomter, Rector, Christ Church, Tacoma

Lay: Ted Centerwall, St. Thomas, Medina

Victoria Reed, St. Thomas, Medina

Dianne Sherman, Trinity, Everett

There being no further nominations, nominations were closed.

Nomination for Standing Committee to fill the unexpired term of The Reverend Patrica Walker. (elected when lay member)

Mrs. Teddy Mitchell, St. Mary's, Tacoma.

There being no further nominations, nominations were closed, concluding the report of the Nominating Committee.

13. NOMINATIONS FOR DEPUTIES FOR GENERAL CONVENTION, 1991:
Need to elect four clergy and four lay deputies.

Motion was made by the Secretary of Convention, seconded and PASSED that Convention adopt as a rule of order that nominating speeches be limited to two minutes each.

Nominations in the clergy order:

Carol Ludden, St. Martha/St. Mary, Seattle
Kenneth Snyder, St. Columba, Des Moines
John Lambert, Resurrection, Bellevue
Stephen Gehrig, St. Margaret, Bellevue
Frederick Northup, St. Mark, Seattle
Hume (Skip) Reeves, Twin Harbors Missioner
Roy Green, Emmanuel, Mercer Island
Robert Christie, All Saints, Vancouver
Donald Goodheart, Epiphany, Seattle
Jon Lindenauer, St. Elizabeth, Burien
Mary Drew, St. Paul, Seattle
Patrick Tomter, Christ Church, Tacoma
Mary Allen, St. Stephen, Longview
M. Fletcher Davis, St. Thomas, Medina

Nominations in the lay order:

Mel Matteson, St. Paul, Seattle
Sue Tait, St. Mark, Seattle
Duncan Bayne, St. Mark, Seattle
Jim Church, St. Margaret, Bellevue
David Moen, St. Barnabas, Bainbridge Island
Joyce McConnell, St. Mark, Seattle
Ruth Schmidt, St. John, Olympia
John Kruger, St. Thomas, Medina
Bill Jessett, St. Anne, Washougal
William Jordan, St. Christopher, Olympia

There being no further nominations, nominations were closed.

10. FIRST REPORT OF THE COMMITTEE ON RESOLUTIONS

The Reverend John Ferguson, Chair presented the Courtesy Resolutions. Motion made, seconded and PASSED to act on the Courtesy Resolutions as a body.

89/6/5

1. BE IT RESOLVED, that the 79th Annual Convention of the Diocese of Olympia send its love and best wishes to our beloved retired Bishop, Ivol, and to Lillian his wife.
2. BE IT RESOLVED, that the 79th Annual Convention of the Diocese of Olympia send its greetings to the Right Reverend David R. Cochran retired Bishop of Alaska, and to Mary, his wife, with thanksgiving for their ministry among us.
3. BE IT RESOLVED, that the 79th Annual Convention of the Diocese of Olympia send its greetings to the Right Reverend Lane Barton, retired Bishop of Eastern Oregon, and to Mary his wife, who reside in this diocese.
4. BE IT RESOLVED, that the 79th Annual Convention of the Diocese of Olympia send its greetings to the Right Reverend Charles Lee Burgreen, retired Suffragan Bishop of the Armed Forces, and his wife Helen, who have recently come to live in the Diocese of Olympia.
5. BE IT RESOLVED, that fraternal greetings be sent to the Diocese of Kyoto, Japan, expressing our friendship and asking God's blessing upon their Bishop, the Right Reverend St. George Yagi, and the people of the Diocese of Kyoto.
6. BE IT RESOLVED, that fraternal greetings be sent to the Diocese of Osaka, Japan, expressing our friendship and asking God's blessing upon their Bishop, the Most Reverend Christopher Kikawada, and the people of the Diocese of Osaka.
7. BE IT RESOLVED, that this Convention thank the Committee on Convention and its chair, The Reverend Mary Drew, for its effective work in planning this Convention.
8. BE IT RESOLVED, that this Convention thank the Secretary of Convention, the Reverend John G. Schaeffer, and the many persons who have assisted him in making the convention arrangements.
9. BE IT RESOLVED, that this Convention thank the clergy and people of Christ Church, Tacoma, the host parish, for this Convention; and especially Mrs. Patty Smith, Chair and the Reverend Patrick Tomter for their contributions and talent in making Convention arrangements.
10. BE IT RESOLVED, that this Convention send its warm greetings and congratulations to the following congregations:
 - St. Margaret's, Bellevue on the dedication of their new organ;
 - St. Paul, Bremerton, on their eighty-fifth anniversary;
 - Christ Church, Anacortes, on their 100th anniversary;
 - Christ Church, Blaine, on their 100th Anniversary;
 - St. James, Kent on their 100th anniversary;
 - St. Mark's Parish, Seattle on their 100th anniversary;
 - St. John's, Olympia, on their 125th anniversary;
 - St. John's, Centralia, on their 100th anniversary.

Motion made, seconded and PASSED with a standing ovation.

Mindful of his unwavering commitment to Jesus Christ as Lord, His stout defense of the Gospel, His lucid teaching of Holy Scriptures, His courage to make hard decisions and His hidden compassion, THEREFORE, BE IT RESOLVED, that the Diocese of Olympia clergy and people, give thanks to God for the Ministry of Robert Cochrane as Bishop and for the unstinting support of his wife Terry, and loving best wishes to them both in their retirement.

14. INTRODUCTION OF NEW CLERGY AND STAFF

Bishop Cochrane presented the following people to be welcomed by Convention:

Staff:

Miss April Gaines, Development Officer
Miss Kathy Klein, Youth Department Secretary
Mr. Allen Powell, Diocesan House Custodian
The Rev. Mary Drew, Coordinator, Hospital Chaplains

Clergy:

The Rev. Mary Louise Allen, Assistant, St. Stephen, Longview, from the Diocese of Oregon.
The Rev. Frederick E. Jessett, Missioner for the Sammamish Plateau, from the Diocese of Spokane.
The Rev. Sherman Hesselgrave, Rector, Church of the Holy Spirit, Vashon Island, from the Diocese of Oregon.
The Rev. John Bell, Priest-in-Charge, St. John Snohomish, from Florida.
The Rev. M. Fletcher Davis, Rector, St. Thomas Medina, from, the Diocese of Los Angeles.

Returning:

The Rev. Barbara Dunn Riker, from Diocese Southern Ohio.
The Rev. William C. Riker, Jr., Vicar, St. Benedict, Lacey, from the Diocese of Southern Ohio.
The Rev. Robert E. Shelley, Assisting at Church of the Good Shepherd, Vancouver from the Diocese of Wyoming.
The Rev. Joseph J. Tiernan, Rector, St. Barnabas, Bainbridge Island, from the Diocese of Oregon.

Licensed for the first time this year:

The Rev. Annette Arnold-Boyd from Oregon, assisting at St. Luke, Vancouver.
The Rev. Anselm Broburg from Long Island.
The Rev. Morris J. Hauge, returning from Oregon, Interim at St. George, Seattle.

The Rev. Anne Campbell-Maupin from Utah.
The Rev. Peter Maupin from Utah, Priest-in-charge, St. Catherine, Enumclaw.
The Rev. Marya L. Tatro from Iowa.
The Rev. Edward Wallace from New Westminster (Canada), Priest-in-Charge, St. David, Friday harbor.
The Rev. Scott Miller, St. Stephen, Seattle.

Received in the Diaconate and Priesthood from the Roman Catholic Church.
The Rev. Terrance Steig, Pike Market Ministry.

Ordained to the Diaconate:

The Rev. Peter Champion, serving at St. James Church, Batavia N.Y.
The Rev. Mary Drew, assisting at St. Paul's, Seattle.
The Rev. Patricia Walker, assisting at St. Paul's, Seattle.

Admitted to Candidacy:
Mrs. Jodene Hawkins, Virginia Seminary.

Admitted to Postulancy:
Ms. Joan Anthony, Seabury-Western.
Ms. Jean Carmichael
Mr. Robert Dietel, Church Divinity School of the Pacific.
Mr. Mark Earl, Seabury-Western.
Mr. Gregory Karg.
Ms. Elisabeth Seeger, Church Divinity School of the Pacific.
Mrs. Marda Sanborn.
Mr. Kevin Smith, General Seminary.
Mr. John Thompson, Church Divinity School of the Pacific.

Order of St. Helena:
Sister Ellen Stephen, Sister-in-charge.
Sister Ruth.
Sister Barbara Lee.
Sister Marie Lenore McLean.

15. WELCOME - ST. MARK'S CATHEDRAL:

The Very Reverend Frederick B. Northup welcomed the Convention to the Cathedral speaking about the ongoing Convocation Sundays and the upcoming plans for the Cathedral building.

Welcome by Host Parish:

Mr. Tom Moore, Senior Warden of Christ Church, Tacoma, welcomed the Convention in the absence of the Rector, The Reverend Patrick A. Tomter, who was ill. Mr. Moore expressed appreciation for the opportunity to be the host parish and wished the Convention a blessed time together.

16. REPORT OF THE COMMITTEE ON CONSTITUTIONS AND CANONS:

Mr. John Veblen, Chair and Mr. Douglas Oles presented the report of the Committee.

Article X, Section 2 STANDING COMMITTEE OF THE DIOCESE.
If there be no Bishop, Bishop Coadjutor or Suffragan Bishop, the Standing Committee shall exercise the authority of the Bishop, to the extent that such authority arises under the Constitution and Canons of this Diocese.

Second reading, required a two/third majority to pass, was PASSED.

Article XVIII, Section 2 INCORPORATION OF THE DIOCESE.
The Bishop and the Treasurer of the Diocese shall be ex-officio members of the Board of Directors of said corporation. The other members of the Board shall be chosen in the manner prescribed by the Articles of Incorporation, as filed by the corporation with the Secretary of State.

Second reading, required a two/third majority to pass, was PASSED.

15. Article I NAME AND JURISDICTION

The Church in that portion of the State of Washington lying west of the summit of the Cascade range of mountains and including the Counties of Whatcom, Skagit, San Juan, Island, Clallam, Jefferson, Snohomish, King, Kitsap, Grays Harbor, Mason, Thurston, Pierce, Pacific, Lewis, Wahkiakum, Cowlitz, Clark and Skamania shall be known by the name and description of the Diocese of Olympia, of the Protestant Episcopal Church in the United States of America, hereinafter referred to as, The Diocese of Olympia, or the Diocese.

Second reading, required a two/third majority to pass, was PASSED.

Article VII MEMBERS OF CONVENTION

Section 1: The Convention shall be composed of clergy and lay members.

Section 2: The Bishop, and the Bishop Coadjutor or the Bishop Suffragan (if there be one), shall have a seat and a vote in the convention.

Section 3: Every member of the clergy who is canonically resident within this Diocese when the Convention meets shall be entitled to a seat and to a vote.

Article VII cont'd

Section 4: The lay members of Convention shall consist of:

- (a) Lay delegates elected from each Parish and Mission in union with the Convention, who shall be in equal numbers men and women, and shall be communicants in the Parish or Mission they represent;
- (b) Lay members of the Diocesan Council during their terms of office; and
- (c) Lay members of the Standing Committee of the Diocese, during their terms of office;
- (d) Lay Presidents and Vice-Presidents of the several Convocations, during their terms of office; and
- (e) The Chancellor, Secretary of Convention, and Treasurer of the Diocese, if lay persons, during their terms of office.
- (f) All lay members must be Communicants in Good Standing.

Second reading, required a two/third majority to pass, was PASSED.

Article VIII OFFICERS OF CONVENTION

Section 1: The Bishop of the Diocese shall be ex-officio President of the Convention. In the absence of the Bishop, the Bishop Coadjutor or Bishop Suffragan (if there be one) shall preside. The President of the Standing Committee shall be next in order to preside. In the absence or incapacity of these, a president pro-tempore shall be elected by the Convention from among the clergy members thereof.

Section 2: At each Annual Meeting of Convention, the following officers shall be elected to serve until the following Annual Meeting:

- (a) A Secretary from among the members thereof;
- (b) A Treasurer
- (c) A Historiographer, who shall be the official Diocesan Historian;
- (d) An Archivist, who shall have custody of the archives of the Diocese.

Section 3: At each Annual Meeting of the Convention the Bishop shall appoint, subject to the approval of the Convention, a Chancellor of the Diocese who shall be a lay member, a Communicant in Good Standing of the Church and regularly admitted to practice law in the State of Washington.

Section 4: In the event of a vacancy in the aforementioned offices, the Bishop, acting in consultation with the Standing Committee, shall fill the vacancy.

Article VIII cont'd.

Section 5: The compensation of all officers shall be fixed by the Diocesan Council.

Second reading, required a two/third majority to pass, was PASSED.

Article XII

DEPUTIES AND ALTERNATE DEPUTIES TO GENERAL CONVENTION

Section 1: At an Annual Meeting of the Diocesan Convention held not later than the year preceding the year of the General Convention for which they are chosen, there shall be elected by a concurrent vote of a majority of both orders, four clerical and four lay Deputies who are Communicants in Good Standing, and those Deputies shall represent this Diocese in the General Convention of the Protestant Episcopal Church of the United States of America.

Second reading, required a two/third majority to pass, was PASSED.

Article XIV ELECTION OF OFFICERS

Section 1: All elections provided for in this Constitution shall be by written ballot, unless consent by unanimous vote of the Convention is given to dispense with the requirement. In the event of a failure to elect at any Convention, the person or persons already in office shall continue in office until the successor or successors shall have been appointed as provided in Article VIII, Section 4.

Section 2: At least thirty days prior to the Annual Meeting of Convention, the Bishop shall appoint a committee of five Members of Convention, who shall select as nominees at least two persons for each position to be filled by Convention on the Standing Committee and on the Diocesan Council, and at least one person for the offices of Secretary, Treasurer, Archivist and Historiographer. Further nominations for all these positions may be made from the floor of Convention.

Second reading, required a two/third majority to pass, was PASSED.

ARTICLE XV ADMISSION OF NEW PARISHES AND MISSIONS

Section 1: A Parish may be admitted into union with Convention on motion, by a majority of votes, provided it shall have laid before the Convention through its Secretary at least one month before the Annual Meeting of the same;
(a) A certificate of approval of the organization of such Parish, from the Bishop.

ARTICLE XV cont'd.

Section 1:

(b) Satisfactory evidence that Articles of Incorporation have been adopted and subscribed to by the Wardens, in which they accede to the Constitutions, Canons, Doctrine, Discipline and Worship of the Protestant Episcopal Church in the United States of America, and to the Constitution and Canons of the Diocese of Olympia;

(c) Satisfactory evidence that the Parish has been regularly organized by the election of two wardens, with a total of not less than three nor more than fifteen vestry members and that the Parish contains at least twenty five Communicants in Good Standing;

(d) A written statement made by the authority of the vestry at a duly called meeting that the Parish will support a Rector without missionary aid, and agreeing that in the event it shall not be able so to do and becomes dependent on missionary aid, the Convention may change its status to that of a Mission.

Second reading, required a two-third majority to pass, was PASSED.

16. Article XIX ELECTION OF A BISHOP

Section 2: (a) In preparation for election of a new Bishop the Standing Committee and Diocesan Council shall meet together and select:

- a joint Board, consisting of one clergy and lay member from each of the two constituent bodies ; and
- a Search Committee, including at least one member from each Convocation in the Diocese, which shall report regularly to the Joint Board.

(b) No later than two months before the episcopal election, the Search Committee shall provide the Standing committee and the Diocesan Council with a list of at least three priests for nomination to the Episcopate. Subject to approval by the Bishop (or if there is no Bishop, by the Standing Committee these nominees shall be presented by the President of the Standing Committee at the electing Convention. Additional nominations may be offered on the floor of said Convention, subject to it's rules.

(c) Reporting regularly to the Standing Committee and Diocesan Council, the Joint Board shall monitor the budget, expenses and general process of the episcopal search process. The Joint Board shall also develop a procedure for introducing episcopal nominees to the Diocese prior to the election.

ARTICLE XIX Cont'd

Section 2:

(d) After an election, the Joint Board shall negotiate appropriate terms of compensation with the new Bishop, subject to available budget limitations.

First reading. Motion made and seconded that it be adopted and added to the Constitution.

Amendment made and seconded in Section 2 (d) to strike 'available budget limitations' and add 'subject to approval by Diocesan Council'. Amendment PASSED.

Motion made and seconded to amend Section 2, (a) to read "a search committee, including equal number representation from each convocation". Amendment was withdrawn.

Motion made and seconded to amend to strike Section 2 (a) Joint Board. Leaving Search Committee. Delete "to Joint Board" - substitute Standing Committee and Council. Delete paragraph (c), delete paragraph (d). Motion failed.

Motion made and seconded to refer XIX, Section 2, back to the Constitution and Canons Committee to report out in 1990. Motion PASSED.

Motion made, seconded and PASSED to adopt Canon 3, Section 6(b) as follows.

Canon 3. DUTIES OF OFFICERS OF CONVENTION

Section 6 The Chancellor shall:

(b) Act as legal advisor to the Bishops, the Corporation of the Diocese, Standing Committee, Diocesan Council, and Convention in all matters relating to the Church.

Canon 7, Section 5. Motion made, seconded and PASSED to delete from "it shall consist of open offerings taken at the time of the Bishop's Visitation to any Parish or Mission for Confirmation, Canon 7, Section 5. Canon passed as follows.

Canon 7. THE FUNDS OF THE DIOCESE

Section 5 There shall be a fund known as the Bishop's Discretionary Fund, to be administered by the Bishop.

(See Canon 15, Section 2 and Canon 16, Section 3.)

Canon 12, Section 1 (f), Motion made, seconded and amended to delete "adequately" (before insured). PASSED as amended.

Canon 12 BUSINESS METHODS IN CHURCH AFFAIRS

Section 1 (f) All buildings and their contents shall be kept insured.

Canon 14, Section 4, moved, seconded and PASSED to replace the word "effectuate" with "effect" to read as follows.

Canon 14 DORMANT PARISHES AND AIDED PARISHES

Section 4. Whenever the status of a Parish is changed to that of a Mission, the Parish Corporation shall immediately transfer title to all its property and assets to the Diocese of Olympia, Inc., and the officers and members of such Parish Corporation shall take all steps necessary to effect such transfer.

Motion made, seconded and PASSED to delete Canon 15, Section 1 "Visitation by the Bishop is of inherent and transmitted authority and is indispensable for the exercise of the Episcopal functions within his jurisdiction. Section 2 becomes Section 1 as follows.

Canon 15 EPISCOPAL VISITATION

Section 1 At least once in every three years the Bishop shall:

- (a) Meet and advise the clergy;
- (b) Consider the spiritual state of the Parish or Mission;
- (c) Examine the Parish Register and records;
- (d) inspect the Parish property.

Canon 15, Section 2 On occasions of official visitations the Bishop controls the services, to take to himself or assign to others such portion of them as he may think proper; and he may also designate the purpose for which the offering of the people is taken,

Motion made, seconded and PASSED, with official replacing Canonical in Canon 16, Section 3.

Canon 16 STATED OFFERINGS

Section 3 An offering for the Bishop's Discretionary Fund on the day of the official visitation of the Bishop.

Motion made, seconded and PASSED Canon 23, Section 2 and 5 with the correction of June to July 1st, Section 2(b).

Canon 23 THE COMMISSION ON PERSONNEL

Section 2. The Commission shall be responsible for developing and recommending plans or action by the Bishop, Convention or Diocesan Council concerning the following:

- (a) Compensation and employment guidelines applying to clergy employed within the diocese, including matters related to stipend, allowance and employment agreements as set forth in Canon 12, Sections 3 and 4.

Canon 23

Section 2.

(b) Compensation and employment guidelines applying to lay employees of the Diocese.

(c) No later than July 1st., of each year, the Commission shall recommend to the Diocesan Council overall compensation changes that bear upon development of the proposed Diocesan Program and Budget for the following year, to be presented at the fall Convocation meetings and the Annual Diocesan Convention.

Section 5 There shall be an annual report by this Commission to the Diocesan Convention including the findings and recommendations concerning Section 2(a) and (b) above,

Mr Veblen called attention to the extensive work which Walter and Peggy Hansen had done in preparation for the Constitution and Canon indexing. He also expressed hope that people would refer suggestions to the committee, especially on the canon on the election of a Bishop, referred back to committee.

18. REPORT OF THE TREASURER

Mr. President, Mr. Secretary, Bishop Warner and Ladies and Gentlemen of Convention: It is always a pleasure to begin a Treasurer's Report with good news, especially so when that good news responds to human suffering. Early last month, a simple telephone call was made to each diocesan congregation, asking them to respond to an appeal from the Presiding Bishop's Fund for contributions to aid those who had lost so much in the devastation of Hurricane Hugo. The response was as swift as it was generous. With thanks to God, and deep appreciation to the people of this diocese for their compassionate giving, we were able to send almost \$24,000 to the Presiding Bishop's Fund. Each day the gifts were sent off as they came in, so that the money could be put to good use as soon as possible. Thank you.

With our Diocesan Convention held annually in November, it is always somewhat anti-climactic to report on the financial operations for the previous year. The Financial Statements for all the Funds of the diocese for the year ending December 31, 1988 were mailed out to delegates and alternates before the Spring Convocation meetings, and I hope that you have had the opportunity to look these over closely.

For the record, the 1988 budget passed the \$2 million mark for the first time in the history of the diocese. At \$2,001,003 (Two million one thousand and three dollars), with the exception of a very small contingency allowance, all funding was designated for outreach, program and operational purposes. The budget was funded for the major part by congregational assessments projected at \$1,744,080, with the balance, about \$257,000 in round figures, coming from Endowment, Investment, Reserves and Grant Income. There was no allowance made for any shortfall in assessment income, which I do not think was prudent or wise, in a \$2,000,000 budget which was all specifically committed, except for the modest amount of \$6,560 designated for contingencies. Thanks be to God, all program commitments were met in full, at 99.6% of projected expenditures. We received ninety-nine point five five percent of assessment funding. When we added our investment and other income, total receipts from all sources amounted to 101.58% of anticipated income, with the result that we ended the year with surplus of \$39,752, to be carried over for the 1990 operation. I should add here that this surplus included credit for four congregations who were not able to complete the full payment of their 1988 assessments by December 31, but had notified the Diocese of their intention to pay in full by a time certain. Three of these parishes were able to pay in full shortly after the year end; the fourth congregation is still paying on their 1988 balance, and hopes to have this paid off by the end of this year. Now we are already in the last two months of this year's program. We are currently running a very tight operation, but if we receive 98% of budgeted assessments, and this is very probable, we will end the year in balance. This we have done for many years past, thanks to the faithful support of the congregations to the commitments they have made to the mission and ministry of our Lord Jesus Christ.

As this is the last meeting for Bishop Cochrane as President of the Convention, I ask the indulgence of the members here today if I depart somewhat from the usual format of a Treasurer's Report. Robert, this is the 14th time you have Chaired the Annual meeting of the congregations of the Diocese of Olympia. Do you, or does anyone else here, recall where that first meeting was? We met at the Tyee Inn, in the beautiful capitol city of Olympia, and I seem to remember that it was snowing on the Saturday when we left. That was in 1976, not so very long ago. In those days the Convention met in a hotel in different parts of the diocese and we did our work, slept, ate, worshipped, all together under one roof for a couple of days. I don't know whether any money was really saved by changing that way of meeting, but I do think that something was lost in collegiality and companionship, and by delegates

from all over the diocese getting to know each other socially, in a new and different kind of way.

You made a comment in your 1976 Convention Address, Bishop, that the diocese had come through a difficult period of transition in relatively good shape, and you felt it was eloquent testimony to the power of prayer. The diocese had indeed come through a difficult period. The last years for your predecessor, beloved Bishop Ivor Curtis, were very different from when he first took office, which, according to our Diocesan Journals, was during a time of unexampled prosperity for the nation, and especially in Western Washington. The Diocese had experienced a period of vigorous expansion and mission growth. I sometimes find it difficult to realize that during those years there was funding for a Canon Theologian, a Director of Stewardship and Evangelism, an Institutional Chaplain, and a Communications Officer, staff positions that vanished from the Diocesan budget after the chill winds of economic depression blew through those hard years of 1969 through 1972. The last years in office for Bishop Curtis were not easy ones administratively, and that did not change when you took office, Robert. The budget for 1976 was some \$863,000, and there was quite a bit of apprehension that the budget for the next year would be going up by over 8% to \$933,000.

The pressing economic situation of those years is reflected in the fact that in 1978, Convention voted a new system for computing the congregational assessments which fund the annual diocesan budget. It was quite a radical change, moving from a formula based on expense to one based on income. It had the effect of putting a top limit on the annual budget, and that was seen generally throughout the diocese as a good thing. But then came the double digit inflation of the early eighties, and all budgets, both diocesan and congregational really took off. They were doubled from what they had been just a few years earlier. In 1984, after adopting a 1985 budget of \$1,846,956, which was 114% more than when you took office eight years earlier in 1976, Convention, just before adjournment, voted to reduce the assessment factor from 23.55% to 20%, which had the effect of reducing assessment income for 1986 budget funding by 15%, a cut of about \$250,000. Budget planning was very tough that year. No one wanted to cut anything specifically out of the budget, but with over a quarter of a million dollar cut in funding, it wasn't possible to keep everything in, and some agonizing decisions had to be made. With God's help, all things work for good.

Although it is no longer at the double digit level, inflation still continues, and we are now operating with a \$2 million plus budget. In common with every congregation in the diocese, we have the largest budget we have ever had,

but still not enough money to do the work that needs to be done, if we are to be faithful witnesses to Christ and to his Ministry.

These past 14 years have not been easy years, yet much has been done; more than most of us realize, but the story of that unfolds when we look back through the records of Convention;, and when we see what programs our diocesan budgets have supported through the years. The budgets have reflected the ministries and programs which the Convocations have seen as priorities, from the early '80's when hunger, unemployment and human need came first, (and these will always be a high priority), to the current budgets which give first priority to Diocesan Mission and Ministries. Almost half of the annual budget goes to Mission and Parish grants within the Diocese and for the Mission Outreach of the Church in the world. Excellent resources, both human and programmatic, which are available, to and support the work of the congregations are provided in the budget. Administratively, the budget funds a number of important insurance services for the congregations; coverage that can be purchased much more economically as a group than singly.

It is a strong working budget, an ambitious one for a diocese of this size. This budget, like the ones that have preceded it over the past fourteen years, tells something of the story of the mission of the Diocese of Olympia. There have been a number of important things that have happened over these past years which are not reflected in the annual budgets. One such important action was taken in 1980, when a Special Committee on Restructure reported to Convention, that it was their "considered opinion that the present as well as long term needs of the Diocese could best be served by a separate Board of Trustees, who would have the time as well as the business and financial background to p l a n , review and manage the property and fiscal affairs of the Diocese". The Convention agreed with the Structure Committee, took affirmative action on their recommendations, and thus it was that the Board of Directors of the Diocese of Olympia, Inc. was established.

This leads me to a an item of information which should be reported to this Convention. At a meeting held on March 16, this year, the Board of Directors authorized the sale of the Bishop's House at 1147 Harvard Avenue East, in Seattle, subject to the occupancy through December 31, 1989, of Bishop and Mrs. Cochrane.

At their September 1989 meeting, the Board heard from Bishop Cochrane that the remodeling of the house that he and Mrs. Cochrane had purchased for their retirement home was proceeding more slowly than they had hoped. The Board then took action to allow Bishop and Mrs. Cochrane to stay in the house until the remodeling of their retirement home is completed. A word about the House. Bishop and Mrs. Cochrane

made it their home, but never their house, and it has always been open over the years for innumerable diocesan functions and hospitality. It is in beautiful condition, it has been immaculately kept, and the house can be shown with a sense of pride. I think we need to acknowledge especially, with appreciation and thanks, the excellent care and good stewardship of Mrs. Cochrane, who has been meticulous in her care of this Diocesan property, and who, as the keeper of the Cochrane finances, has been most diligent in accounting for and reimbursing immediately the cost of anything personal involved in their use of the House. Thank you very much indeed Terri.

I should add here an item which I think will be of interest to Convention. The Board's action last March was not the first time that a proposal had been made to sell the Bishop's House. Corporate memories are sometimes short, and I am sure that most people, including Bishop Cochrane himself, may have forgotten that in 1977, one year after the Bishop took office, there was a Resolution submitted requesting Convention, and I quote "to authorize the sale of the Bishop's Mansion by October 1, 1978, and that the 1978 Convention be charged with the responsibility of deciding what to do with the proceeds." Well, the Resolution was made, and what is more, it Carried. The 1978 Minutes for the Council, which at that time acted also as the Trustees of the Diocese, do not show that any action at all was taken on the Resolution, which I think was providential. The house at that time might have sold for something over \$100,000; and we know what has happened to property values since then, and especially in the last year in the Seattle area. So this was perhaps one of the most fortunate acts of omission that any diocesan committee has made.

Efforts have just begun quietly and privately, to find a buyer for the House, sensitive to the fact that Bishop and Mrs. Cochrane are still resident there. I ask the patience and understanding of this Convention that it is not appropriate at this point to discuss details, except to say that the title to the property rests with the Diocese of Olympia, Inc., that it will be the responsibility of the Board of Directors of the Corporation to designate how the proceeds will be invested and used. Needless to say, as soon as the sale is made, all the pertinent details will be communicated without delay to the Council and the diocese at large, and of course, a full report will be made to the next Convention.

Bishop Robert, You are passing over to your successor the leadership of a strong and vigorous diocese, which is seen throughout the church nationally as a progressive and forward thinking diocese. Our programs, compensation

studies, personnel manuals, publications and materials serve as models for many other dioceses. It is a Diocese that is fiscally sound; but more than that, we have a wealth of talent in our membership, and that is where the real assets of this Diocese lie, in the commitment of its people to our Lord Jesus Christ and his Ministry.

To conclude this Report: The Canons of the Diocese require that the Treasurer receive and disburse the Funds of the Diocese as directed by Convention. Once again, it is a privilege and a pleasure to report to this 1989 meeting that the Funds of the Diocese have been, and are being received and disbursed as directed by Convention.
Thank you.

Respectfully submitted,
Joyce McConnell
Treasurer, Diocese of Olympia

17. FIRST BALLOT

Motion made, seconded and PASSED to cast a unanimous ballot for Teddy Mitchell, fulfilling the unexpired lay term on the Standing Committee.

19. REPORT OF THE DIOCESAN INVESTMENT FUND:

Dr. James F. Hodges, for whom the fund is named, delivered the report stating that he appreciated the prayers of convention during the last year in the various struggles with health which he had experienced. He is "doing great" and so is the diocesan investment fund. On December 31, 1987, the fund was valued at 8+ million, on December 31, 1988, at 9+ million. The per share increase has been as follows: '87= \$53.94, '88= \$59.44, '89= \$71.41. At the end of the year following the October '87 crash, the shares were worth 10 cents per share than the year before. This latest October 89 drop will probably find the per/share price increase even better.

There are nearly 100 accounts from the Diocesan parishes and missions. This fund offers good return with good security. It has grown from the original amount of under \$200,000 to over 12 million. Thanks is due to the investment committee of experts in stocks and securities.

20. REPORT OF THE PERSONNEL COMMITTEE:

Mr. Steve Faust, Chair presented the report indicating that increases in salary grade ranges for parochial clergy, diocesan staff: clergy and lay, will be 5% for 1990. He expressed appreciation to those congregations who have submitted their models of personnel policies and encouraged those who have not done so to accomplish this. Mr. Faust expressed appreciation to the members of the committee. Motion was made and seconded to adopt the Personnel Report. Amendment was moved, seconded but failed, that the salary schedule for pay grades Clergy A-E and staff grades 13-16 be adjusted to 5% cost of living from the minimum rather than from the mid-point. MAIN MOTION to adopt the report PASSED. (See Document 89/13/1-6 - B-77)

10. REPORT OF THE RESOLUTION COMMITTEE:

The Reverend John Ferguson, Chair

Funding for Episcopal Maritime Ministry: 89/6/2

WHEREAS, the Episcopal Maritime Ministry was revived in the 1970's as a program of mission and service in the Diocese of Olympia after laying dormant since the 1920's; and

WHEREAS, today the Diocese of Olympia is a maritime diocese with major Westcoast seaports within its borders and has the closest ports in the continental United States to countries of the Pacific Rim; and

WHEREAS, over 80% of present day seafarers, irrespective of the national registry of the ships on which they serve, are from Asian countries; and

WHEREAS, St. Clement's Church, Seattle, undertook the Episcopal Maritime Ministry as a parish project for the past several years with the support of a number of parishes and missions within the diocese; and

WHEREAS, the Episcopal Maritime Ministry is a work that needs the support and participation of the diocese as a whole;

WHEREAS, in view of the fact that the Episcopal Charities Appeal is unable as yet to adequately fund this ministry;

BE IT RESOLVED, that the Episcopal Maritime Ministry be supported as a program of ministry, mission, evangelism and service in the Diocese of Olympia with a high priority for funding within the 1991 budget of the Diocese.

Moved, seconded and PASSED.

Noonday Prayers were led by the Right Reverend Vincent W. Warner, Bishop Coadjutor.
The Convention recessed for lunch.

22. THE CONVENTION WAS CALLED TO ORDER AT 1:15 P.M.

24. THE COMMISSION EVANGELISM:

The report was presented by Don Jablonowski, Chair, and the members of the Evangelism Commission.

Will someone please tell us what the letter 'E' stands for? That's right - EVANGELISM! The dreaded "E" word according to some Episcopalians. But we are told we have ten years of focus on the meaning and work of this word so right now let's all repeat it together our loud without wincing. "EVANGELISM Thanks! Now we can take off these silly hats and get serious, for we have serious business to talk about.

Sisters and brothers, greetings in the name of our Lord Jesus Christ, Bishops Robert Cochrane and Vincent Warner and the Diocesan Commission on Evangelism. I am Don Jablonowski, chair of the Commission for 1990. We will be introducing the rest of the commission and other workers in just a few moments.

On the clock of this decade, it is ten minutes before the hour that we reach that long anticipated last ten years of two thousand since the birth of our Saviour. Those of us who form the decided minority in this beautiful state who have heard the Good News of Jesus Christ and believed are blessed - I repeat blessed - to reside here where Satanism, cultism, the New Age Movement and Nothingism have the greatest concentration of any state in our union. What a marvelous opportunity we have in this coming decade - now that our 1988 National Convention, the House of Bishops and the Lambeth Conference, reread the Bible and rediscovered Christ's great commission which is shown on the banner beside us: looked at the membership statistics and decided we are falling short in the 18-36 year old age brackets and called us all to a decade of evangelism! Never mind, thanks be to God, that some people called us to a period of special focus on evangelism.

What is your Diocese doing about it? Well, the Council is pondering this question for us for the long term as we requested but this has not kept the commission from moving forward with near term plans and ultimate objectives.

1. We sponsored a workshop by the Reverend Michael, the former English and now Canadian based Evangelist, at the Cathedral in August, with over 200 of you in attendance. Audio and video tapes of this workshop are available here at the convention at the big E booth and at D House - both for sale and for borrowing. We commend to you a viewing of the video of this workshop entitled "preparing a parish or mission for evangelism".

2. Next month some members of your commission will spend several days in retreat, prayer and sharing ideas in Spokane with the Bishop and Diocesan evangelism leaders of five other Dioceses along with our National Evangelism leader, the Reverend Wayne Schwab.

3. The kick-off of the decade will encompass two programs: First, the great resident Anglican Missionary to our shores, Bishop Michael Marshall, will spend the day with as many of us as we can squeeze into the Cathedral. We have reserved both the nave and Bloedel on Saturday, February 10th. The workshop entitled the Gospel Connection will begin with breakfast, include music, one morning sessions, lunch, two afternoon sessions and close by 4:30 in celebration of the Eucharist with Bishop Marshall. All for a price that will insure you have all groups from your mission or parish represented. Please begin to pray for and make plans to attend: you will be receiving schedules, prayer cards and sign-up sheets soon.

The second program:

The month of January will be spent in preparation and the month of February will be the action month for the "bring a Friend to Church Campaign". This has been successfully run in two southwestern Diocese and follows the logic of current statistics showing that while ten percent of the unchurched are brought to the saving grace of Jesus Christ because they liked the Rector and a smaller percentage through crusades and other means, over seventy percent were there because someone else brought them to church. You may view the poster and manuals for this campaign at the big E booth in Bloedel and a convocational liaison will soon contact your Rector to establish a parish/mission liaison for the campaign. We pray that B.A.F.T.C. will provide a catalyst for formation of evangelism committees or focus groups in each of our congregations where now only a paltry few have designated evangelism groups.

4. Commission members are in the process of training by Father Patrick Tomter, our resident Provincial Evangelism expert and we will be seeking associates of the commission to enter this training as well. The purpose is to provide Diocesan coverage of Evangelism consultants to parishes and missions and/or solely to the Vicars or Rectors if such is preferred to introduce new ideas as well as revitalize good old ideas of ways to attract, welcome, minister to, educate and assimilate new converts to Christ, invite back and minister to returned lapsed believers. We urge both clergy and wardens to be receptive to these consultancies which by the way are confidential between the consultant and the parish and pledge will not be "intruders" from the Diocese.

Other programs will be announced in 1990 as the year progresses. However, our ultimate objective in consort with the Episcopal church as a whole: to have every member of the church become an effective evangelist by the year 2000.

To introduce: Ray Copin and Shirley Briggs, staff liaison and support. In 1989 Jock Heverling, Northern Convocation, chaired the committee, Barry Barr, Lin Ball, Roxanne Smith, Irene Whale - South King, Joel Hawley, Grace Ingersoll, the Reverend Jim Tolbert - Overlake, Andy Bond, Leslie Fox - Northern, the Reverend Skip Reeves, Vice-Chair - Central and Don Jablonowski, Chair 1990 - Overlake.

There are five convocations not currently represented on the Commission and we would like to hear from you as to proposed candidates so that we can enjoy full geographical coverage in the diocese.

In closing, allow us to assure your, your commission on Evangelism is dedicated to being prayerful, ecumenical, inclusive to all churches, clergy and parishioners in this diocese and responsive to needs or criticism or ideas. We do ask of you however, relative to the latter points that if you have concerns or suggestions, please come to a commission meeting and air these. We meet on the first Saturday in each month and you can find out from the Diocesan House the exact location and time. Likewise please be open to new ways to proclaim Jesus Christ crucified and risen from the Anglican communion's perspective to our neighbors who are unchurched, the youth of this area and lapsed members of which there are many.

Bishop Cochrane said it so well in his letter in the October Evergreen Messenger: "When it is all said and done, Evangelism boils down to a willingness on your part to share quietly the Jesus you know with someone who really hasn't met him yet." What a great valedictory for Bishop Cochrane, what a great welcome for Bishop Warner and being obedient to Jesus, be a friend, bring a friend to Christ. Just one per year per member would result in a thousand-fold increase in committed Christians worshipping our Lord and evangelising for him. Amen.

21. REPORT OF THE TELLERS ON THE FIRST BALLOT

STANDING COMMITTEE: needed concurrent majority in both orders. Clergy votes cast - 108, needed to elect 55
Lay votes cast - 319, needed to elect 160

There was an election in the clerical order.

The Reverend John Gibbs 64 clergy votes 194 lay votes

The Reverend Philip McNairy received 42 clergy 114 lay votes

There was no election in the lay order.

Mr. James Magee received 19 clergy, 33 lay votes

Mr. Charles Neal received 47 clergy, 157 lay votes

Mrs. Bunny Richards received 41 clergy, 123 lay votes. B-31

DIOCESAN COUNCIL: total votes cast 427, needed to elect 214.

Elected as clergy member to Diocesan Council,
The Reverend Peter Lai was elected, received 228 votes.
The Reverend Kenneth Snyder received 194 votes.

Elected as lay members to Diocesan Council,
Mr. Ted Casimes was elected with 215 votes.
Mrs. Diana Wood was elected with 316 votes.
Mrs. Vesta Lloyd received 203 votes.

CATHEDRAL CHAPTER: votes cast 430, needed to elect 216.

Elected to Cathedral Chapter were
The Reverend Patrick Tomter elected with 409 votes.
Mrs. Dianne Sherman elected with 229 votes.
Mr. Ted Centerwall received 100 votes.
Mrs. Victoria Reed received 96 votes.

21. DEPUTIES TO GENERAL CONVENTION: Need a concurrent majority
in both orders. clergy votes cast 109, needed to elect 55
lay votes cast 317, needed to elect 159

No election of clergy deputies.

Mrs. Joyce McConnell elected with 79 clergy, 259 lay votes.
Mr. Duncan Bayne elected with 57 clergy, 182 lay votes.

25. REPORT FROM THE HUMAN NEEDS COMMISSION. The Reverend Marvin Blake, Chair, presented the report for the Episcopal Housing Foundation of Western Washington.

Bishop Cochrane, Bishop Warner, Convention Delegates, and Guests. I am the Reverend Marvin Blake Vicar of Christ Church, Anacortes and Chairman of the Episcopal Housing Foundation of Western Washington.

As most of you may know, the Episcopal Housing Foundation of Western Washington was formed earlier this year, following a six months study of housing needs and housing programs in the Diocese. This study was undertaken in October, 1988. The Housing Committee presented its report to the Bishop and Diocesan Council in March and April. The Diocesan Council voted in May to authorize the formation of the Episcopal Housing Foundation, and the Foundation was incorporated on June 13, 1989. We are a separate, independent corporation, responsible for our own debts and cannot obligate the Diocese in any manner.

The purpose of the Housing Foundation is to assist local congregations within the diocese in providing housing

for lower income families and the elderly. Since its formation, the Housing Foundation has assisted All Saints' Church, Seattle and St. John's Church, Centralia, in submitting applications to HUD, the U.S. Department of Housing and Urban Development, for elderly housing developments. The All Saints' project was for 22 elderly units, the St. John's project was for 28 elderly units. Both projects have been turned down by HUD on the technicality that both churches and the Housing Foundation do not have a current 502 (c)(3) tax exempt status. We are attempting to have this ruling reversed, but in the meantime, HUD has allocated the funds to other projects. We will seek alternative funding for these two projects.

The Housing Foundation is in the process of acquiring a four unit apartment building in Renton. This building is within three blocks of St. Luke's, Renton, and within four blocks of Renton Senior Center.

The Housing Foundation has also assisted several churches and the Refugee Resettlement Office in submitting applications for housing grants from the Washington Housing Trust Fund. These grant requests total \$1.3 million. The projects include \$77,000 for the St. John's, Centralia, elderly housing projects; \$85,000 for the All Saints' elderly housing project; \$250,000 for a project to acquire 7 or 8 homes for refugees being resettled by the Refugee Resettlement office; \$265,000 for St. John's South Bend-Raymond to acquire and renovate the Village Green Apartments in Raymond; \$315,000 for St. Paul's, Mount Vernon to acquire and renovate the President Apartments, and \$325,000 for Christ Church, Anacortes, for a new 40 unit elderly housing development. Final applications to the Housing Trust Fund are due on December 8th. If there are any good grant writers among us, we could use your help.

Representatives of the Foundation have also met with the following churches concerning their interest in low income housing development: Church of the Resurrection, Bellevue; St. Paul's, Bremerton; Trinity Church, Seattle. The Rector and Vestry of St. Stephen, Oak Harbor.

The various projects will be financed in a variety of ways. If we are able to secure HUD financing, HUD will provide the mortgage money to build the projects and will also provide a monthly subsidy to reduce the rents for those residents who meet certain income requirements. We plan on using a similar program within the Farmers Home Administration to finance projects in rural areas. In other projects, we will be using owner financing and equity investments by persons who may wish to support our efforts by purchasing an interest in one of these properties.

You can do good and well, by investing in our low income housing projects.

With regard to the funding of the Housing Foundation's program. To date we have received \$1,700 in start-up funds from the Diocese. These funds were carried over from the 1988 Social Action Commission budget. We have received \$200 from the Pike Market Ministry. We have made an application for a grant from the national Church's Human Needs Council and we have been informed that the Episcopal Church Housing Office in New York has recommended that a grant of \$7,000 be made in support of our efforts.

All of this work is being undertaken by a very active and experienced board of lay and clergy persons with an interest in low income housing. Our President is Jim Twomey, of the Pike Market Ministry and our Secretary-Treasurer is Mrs. Barbara Fox, of the Church of the Holy Cross, Redmond.

Other board members are: Stephen Carmick, St. John's Centralia; Pat Chemnick, Epiphany, Seattle; Hugh Doerschuk, St. Barnabas, Bainbridge Island; Roland Harper, Church of the Resurrection, Bellevue; The Reverend Carol Ludden, Pike Market Ministry, Seattle; McDonald Sullivan, St. Mark's Cathedral Seattle and Christopher Wheeler, St. Stephen's, Seattle. Advisors to the Foundation are Lucy Thompson, All Saints', Seattle and Dean Mielke, St. Paul's, Seattle.

We invite other persons who have an interest in low income housing to serve on our board. Also we are available to meet with local congregations concerning your interest in low income housing and ways that the Housing Foundation can assist your efforts. Please feel free to call me at 1-293-5790 or Jim Twomey at 621-0141. Thank you.

Mrs. Cheryl Larson Shaul reported for the variety of Commissions under the umbrella of Human Needs.

Human Needs response is already occurring in parishes. The main reason for the existence of the Human Needs Commission is to be a help where possible with consultation, referral, publicity or financial assistance. It also exists to be the link with the national church, when appropriate. It is also a link with judicatories of other denominations.

I'm grateful for the opportunity to talk with you today, but I'm afraid I have to bring some bad news... this presentation has no visiting livestock - so sheep thrills.

I want to tell you briefly about the commissions in the diocese that are within the Human Needs umbrella. It is by no means an exhaustive list or even sort of a complete list of human needs, but these commissions happen to be the ones that have arisen over the years - either as a result of a mandate of General Convention or a Diocesan Convention - or as Marvin mentioned, the result of an obvious need that needs to be addressed. The Commissions are in the areas of Aging, Alcohol and Substance Abuse, Disabilities, Hunger and

Social Action. Though they vary in subject and level of activity from year to year, they do share certain goals:

- 1) to increase awareness of a particular issue,
- 2) to provide education about it,
- 3) to try to develop/identify an effective network of people concerned about it, and,
- 4) to help with an effective response, if appropriate.

We all wear different hats in our diocesan work, but in my case, I wear different T-shirts. This is one produced by the Commission on Aging and available at our booth. These commissions exist primarily to support the work in the congregations.. in any way possible. In addition, they are the link with the national church's programs and serve as the Episcopal representative in ecumenical groups.

As I said, they vary in their level of activity from year to year. That is a function of the number of creative people involved on these commissions and in part it is a function of the amount of creative behavior on the part of their staff person. This year, the creativity has been abundant in some areas..it is always fulfilling work.

Our commission on Aging is co-chaired this year by Elda Jean Makela of All Saints', Seattle and Eleanor Hempleman of Holy Cross, Redmond. Under their very capable leadership, the Commission on Aging has increased its number of contacts in congregations who are interested or involved in the field of aging. They have made strong connections with the Commission on Aging in the Diocese of Oregon and the New Westminster and have helped to change the direction of ESMA - the Episcopal Church's national organization - so that it is more responsive to the needs of individual congregations. They have sponsored diocesan-wide conferences on aging and supported parish workshops. They have developed a resource booklet which is being used in other dioceses to assist families and friends in times of crisis - as well as a small info card to carry in case of emergency - either in your wallet or car.

The Alcoholism Commission in this diocese is one of the most active in the country - and ecumenically. The Episcopal Church leads all other denominations in its response to the diseases of addiction. This group has continued to provide information and individual consultation and referral services for the Bishop and clergy in the diocese. They have designed an Employment Alcohol Policy for all diocesan employees both ordained and lay, and have developed a Diocesan policy on the use of Alcohol at church functions. Each year the commission sponsors an R&R weekend at Camp Huston for those in recovery and their families. This year, following the lead of the Diocese of Oregon, the commission has formed an independent network of people in recovery who seek a Christ centered 12 step program in addition to their attendance at AA meetings. This network

is called Prayer 56 (after the # of the Prayer). The Commission has sponsored several diocesan workshops and presentations in congregations. In addition they have co-sponsored successful ecumenical conference on spirituality and recovery for clergy and treatment professionals. We are particularly proud that Kerry Fitzgibbons of Good Shepherd, Vancouver our wonderful outgoing chairperson, has been elected to the Board of the NECAD.

The Disability Commission has no T-shirt - but another kind of mascot, this is one of the challenge kids made by Matell. The Disabilities Commission is led by a very small group, led by Kelly Toomey. pf St. Jphn, Kirkland. But despite its size has produced the most successful church publication in the area of disabilities in this country. Over 20,000 copies of the commission's brochure for church ushers have been sent out and used by all denominations in the country and several churches around the world. The national United Church of Christ has distributed copies to all of its member churches and the Anglican Church in Scotland has made it part of their adult education program. We are very proud of this simple brochure and hope to build on its success. The Commission is an active supporter of EACH and individual members of the commission serve on various ecumenical and community disability organizations. Disabled people make up the largest minority in this country - a fact we need to pay attention to as we enter the decade of evangelism. Yet they are among the largest percentage of non churchgoers. In part, this is because many disabled people are excluded from churches by inaccessability of the structure itself, i.e. many stairs, no wheelchairs, no ramps, lack of services - interpreters, hearing amplification or Braille or large-print BCP's and hymnals. But more often it is because of a lack of education or awareness or uncertainty. All the members of the Disabilities Commission would love to talk to you about how to include disabled people in the active life of the church and how to help your church become more accessible to all of the members of Christ's body.

The Hunger Commission has no T-shirt and no special mascot. This commission, I'm sorry to say, has pretty much rested this past year. It did help to create materials for the Presiding Bishop's World Food Day mailing this year and I have been an active participant in the work of the Prince VIII Hunger Network. Two people serve on the Washington Association of Churches Hunger Concerns committee and the diocesan committee continues to be an active support of legislation advocacy groups such as Bread for the World, Impact and WAC's Legislative International and Oxfam. Unfortunately the two coordinators of that commission have been swamped this past year with lots of personal events and this field has lain fallow.

The Social Action Committee is alive and well though, thanks to the able leadership of it's co-chairs; Jim Twomey of Pike Market Ministry and Ellen Freeman of St. John the Baptist. And this is the T-shirt they have produced.

This commission has no one specific focus as you can tell by the name. It is the source of initial contact for many people who are interested in poverty, legislative action, peace, children's issues, inner city ministries, Central America, Native American rights, ethics, economic justice among others. The group decides its focus for the coming year in part as a response to the interests of it's current members. This past year SAC was responsible for giving birth to the Episcopal Housing Foundation and sponsoring a study on church supported child care in the Diocese. Some of the current projects are to help at Trinity, Seattle with the Reverend Pat Taylor. Another is to try to set up college scholarships for high school kids and appropriate foundations in rural areas. It is also a co-sponsor of WAC's legislative training conference.

I'm glad I ended with SAC because that commission illustrates the way these groups respond to issues. All of these diocesan commissions depend on the interest and commitment of individuals from parishes and missions in the Diocese. The energy level and ideas generated by those individuals determine the work of the commissions. The diocese is all of us.

10. RESOLUTION COMMITTEE REPORT The Reverend John Fergusson The chair commented that a question had come to the Resolutions Committee regarding what had happened to a resolution at the 1987 Diocesan Convention regarding a line item for media communication for Evangelism. Ray Copin, Deputy for Administration, responded that the resolution had been received and turned over to the committee responsible for communication. However, it had been an administrative oversight that did not return it to the budget discussion. However, the resolution had not carried with it the indication of who was to carry out the resolution and how much money was to be allocated. There was general confusion which was overridden by the convention rule that resolutions requesting money indicate where the money is to come from.

Funding for refugee resettlement ministry: This resolution was moved by the committee with no recommendation. The resolution was seconded and PASSED.

Funding for Refugee Resettlement Ministry 89/8/4

WHEREAS, the Refugee Resettlement Ministry of the Diocese of Olympia began as a response to the crisis faced by the people in Southeast Asia in 1975 and, working with Church World Service, the Episcopal Church sponsored refugees through its parishes and missions; and

WHEREAS, the Refugee Ministry Commission of the Diocese began initially as a group of concerned people which then became a diocesan commission. The Commission continues to bring together concerned people to share about the work and to enable leadership development among refugees and sponsors. The commission serves as an advocate for refugee ministry and service. The commission also serves as a vital communication link among congregations, the diocese, and the national ministry; and

WHEREAS, on Christmas Eve 1978, the Bishop issued a pastoral letter reminding the people of the diocese that the Holy Family fled as refugees to Egypt when Jesus was a baby and summoned a call for refugee sponsorship of the "boat people". Refugee ministry and service caught the imagination of Episcopalians in Western Washington: 67% of the congregations of the diocese became involved; and

WHEREAS, at the beginning of the Decade of the Refugees", the Refugee Resettlement Office was set at St. Peter's, Seattle, in 1980 to further enhance the response of the Episcopal Church to refugees when the U.S. State Department accepted and approved the Presiding Bishop's Fund for world Relief as a Voluntary agency for refugee sponsorship. Since that time, 25% of all refugees resettled by the Episcopal Church annually have been resettled through our diocese and the Refugee Resettlement Office of our diocese; and

WHEREAS, in 1988 the refugee resettlement ministry of the Episcopal Church was put within the National program as "Episcopal Migration Ministries". Our diocesan Refugee Resettlement Office continues this ministry of service in developing and enabling sponsors to serve and for refugees to be resettled as the world refugee crisis goes on unabated; refugees continue to come to our diocese from four continents. The most recent arrivals include people from Eastern Europe and the Soviet Union;

BE IT RESOLVED that the Refugee Resettlement Program be supported as a program of ministry, mission, evangelism, and service in the Diocese of Olympia with a high priority for funding within the 1991 budget of the diocese.
Submitted by Seattle South Convocation.

23. THE POLLS OPENED FOR THE SECOND BALLOT.
24. REPORT OF THE BISHOP AND DIOCESAN COUNCIL - Mrs. Jane Clemmons Vice-President of Diocesan Council.

Good afternoon. I'm Jane Clemmons, Vice-President of the Council. You received a written report of Diocesan Council actions as a part of your Convention packet. It contains some interesting material. I see no need to read that report to you. You can read it for yourself. If you haven't already read it, I hope you will. But not right now. Now I invite you to relax and join me in a slightly different approach.

I am going to do four things:

1. Introduce members of the Diocesan Council
2. Ask you to join in a brief exercise
3. Share with you some expressions from Council members
4. Share some personal impressions.. of how we have worked together.

1. Will the present Diocesan Council members stand or otherwise identify yourself to this convention. Just remain where you are for the present so this convention may see you. Will the rest of you please look around this room... take time to be aware of the presence of those who represent you.

Now will the council please come and join me in the front.

Let me introduce by name the members of the 1989 Diocesan Council. President of Council: Bishop Cochrane, also a member, Bishop Warner.

Last year: The Rev. James Blundell, Mrs. Mary O. Haller, Mrs. Carol Labelle, Mr. Douglas Oles. One year remaining: Mr. Duncan Bayne, The Rev. Edward Rankin, The Rev. Don Smith. Two years remaining: The Rev. Barrett Lindsey, Mrs. Jody Prongay, Mrs. Carol Teays, Mrs. Lucy Thompson. Three years remaining: The Rev. Paul Collins, Mr. Ron Cowan, Mr. Ted Ederer, Mrs. Sue Wohlford. The Rev. Allan Parker, President of the Standing Committee is also a member of Diocesan Council.

Others who assist Council: Mr. Ray Copin, Deputy for Administration, Mr. DeWitt Williams, Chancellor. Mrs. Joyce McConnell, Treasurer, Mrs. Betsy Greenman, Facilitator, Mrs. Beverly Glandon, Recorder and former Archdeacon, Paul Langpaap.

2. And now for the exercise: Get comfortable. Put aside any papers or other distractions. Close your eyes. Take a moment and think of your vision of "the church". When that image is clear in your mind, snap the camera of your mind's eye to record the picture. You may want to look at that picture again later.

You may open your eyes. I said it was brief! At this time of the afternoon it wouldn't be very wise to ask you to close your eyes much longer!

Next let me share what some Council members said. At a recent council meeting I asked for a response to the following question: "What is your vision of the church as a result of being on Diocesan Council"?

One said, "weak, but called to Glory" - another "Crimped", yet another "Orotund". This one said, "Balky-chasing our tails" and this, "Viable, workable not afraid to challenge the world on action and beliefs". Another, "Lacking on political know-how! Incapable of developing policy! Incapable of moving members to a desired result... i.e. we need another St. Paul." A part of this person's answer was; "multifaceted...human". This person saw "the need for better communication", while this one said, "Miraculously surviving the modestly progressing to become an image of God's Kingdom". Case in point: responding to housing crises... not early, but at last". How about this one, "A clutch of badly disoriented pussycats" or "large and broad with too many doors to fit through". or "challenging" and finally, "great untapped potential".

You notice I didn't say who said what! You may want to check that out for yourself.

Last I'd like to share some personal reflections. We came together just now from different parts of this building. We also come from different geographic parts of this Diocese, represent different areas of interest, different sizes of congregations and obviously come with different understandings of "the church" ... that mind's eye picture you just recorded.

At our meetings we exchange ideas and plans for action. Sometimes we agree. Sometimes we disagree. Just as each of you has your own mind's snapshot of the church, so each Council member has an individual snapshot. There are times when I find my picture challenged by someone else's picture. Sometimes the other's focus is better; he has a better camera angle or she may have a mind camera with a more powerful lense. but we work together to attain a common goal, a group picture.

I was baptized in the Episcopal church as an infant and the church has always been an important part of my life. That experience started in a small missionary diocese.. the geographic size was large, but the number of congregations

and the total number of communicants was small. That is still true. It's still a long way between towns in Wyoming. And even now, by our standards, a large Wyoming town would be considered quite small. As I was growing up my picture of the church, my church, was a particular red brick building. The congregation were not only family and friends, but people with whom I came into frequent contact; teachers, store clerks, and other people you see in the normal daily life of a small town. I spent my childhood and teenage years in that one congregation and although my view of the church expanded it was still very limited.

After I was married my family moved a number of times and my understanding of the church broadened. I lived in cities with more than one Episcopal church. I didn't know everyone in the congregation and I was introduced to varied styles of music and worship. I had a better knowledge of the units which make up a diocese and gradually became more active outside my local congregation.

Recently, election to this Council gave me another opportunity to see "the church" in broader perspective. I no longer see the church as a red brick building with a familiar congregation, but that congregation and its diocese in union with the 104 congregations of this diocese, and the other dioceses which join the greater church in the world.

That change in my perception of the church as a red brick building to a church whose breadth is beyond my current comprehension has not always been easy, certainly not without discomfort. Much of my life was spent in "mindless" understanding of the church. Accepting a picture of the church that didn't require much thought, or significant change. the past few years especially I have been challenged to be "mindful" of the church...this diocese... to be aware of and responsible for decisions which have been made. Mindful decisions that impact the whole life of the diocese.

Let me give you an example of what I mean by mindless vs. mindful. I found this in a book by Ellen Langer. Imagine that it is two o'clock in the morning. Your doorbell rings; you get up, startled, and make your way to the door. You open the door and see a man standing before you. He wears two diamond rings and a fur coat, and there is an expensive car in the driveway. He's sorry to wake you at this ridiculous hour, he tells you, but he's in the middle of a scavenger hunt. It is very important to him that he win. He needs a piece of wood about three feet by seven feet. Can you help him? In order to make it worthwhile he'll give you \$10,000. You believe him. He is obviously rich. And so you say to yourself, how in the world can I get this piece of wood for him? You think of a lumber yard; but, you're not sure where the lumber yard is. It would be closed at two o'clock in the morning anyway.

You struggle but you can't come up with anything. Reluctantly, you tell him, "I'm sorry".

The next day, when passing a construction site near a friend's house, you see a piece of wood that's just about the the right size, three feet by seven feet - a door. You could have just taken a door off its hinges and given it to him, for \$10,000.

Why on earth, you say to yourself, didn't it occur to you to do that? It didn't occur to you because yesterday your door was not a piece of wood. The seven-by-three foot piece of wood was hidden from you, stuck in the category called "door".

That's the difference between MINDLESSNESS VS MINDFULNESS. I believe I can speak for each member of this council when I say we want to be thinking mindfully as we respond to the needs of the church within this diocese and the world. To not be limited by the mindset of "door".

It's easy to be mindless, to see only the door.

Remember I said we exchanged ideas and plans at our meetings? Often we have arrived at our common picture of the church only to have that picture challenged by you, or changing circumstances. I believe that is when we have tried to do our best to formulate the new picture with mindful, responsible thinking. Not continuing to be trapped by a limited, mindless picture of the church, or this diocese, but always open to find new answers, or old answers that fit new problems.

A \$10,000 reward for mindful thinking in a scavenger hunt is a lot. But the reward for mindful thinking about the church can be even greater.. it can mean survival to do the job for which we are all commissioned,, to spread the Kingdom of God.

I am proud to be a part of this mindful council, and honored council, and honored to have them select me as their Vice-president.. I want to thank them and thank you.

26. PRESENTATION OF THE BUDGET FOR 1990 Bishop Cochrane

Sisters and Brothers in Christ:

This is the last time that I, in partnership with the Diocesan Council, will have the privilege of presenting to this convention a budget for the coming year.

Within the limits of the funding available, the 1990 budget now before you incorporates, as far as possible, the priorities of this diocese as expressed by its people meeting at Convention and in Convocations,

It is a substantial budget of over \$2.2 (two point two million) dollars with approximately half of that amount designated for congregational support and ministry development within the diocese; and for mission outreach and

support outside the diocese in the State, in the Eighth Province, and in the National Church.

The new process for budget development appears to be working well. Based on the priorities expressed, the 1990 proposed budget went first to the Spring Convocations for their consideration and any possible recommendations. The Convocations generally supported the budget as developed by Bishop and Council. Only one small change was recommended: that an additional \$1000 be found in the budget to support, at \$500 each, the Waterfront Ministries at the ports of Vancouver and Tacoma. The Council made this change which is detailed on page 89/15/13 of your Convention documents.

Now, in accordance with the provisions of Canon 6, Section 8, and with the advice and consent of the Diocesan Council, I present to you, dear people of God, the 1990 budget. Through the implementation of its programs, supported by your gifts, this great diocese will continue its ministry of witness and service in a partnership of laity and clergy as the Body of Christ in Western Washington. (See 1990 Proposed Budget and Narrative B-80)

26. PRESENTATION AND ACTION ON NET DISPOSABLE INCOME FACTOR 1991

Duncan Bayne, Chair, Business Committee of Council called attention to document 89/16 in a comparison of various levels of Net Disposable Income Factors and the resulting budget implications. By motion made, seconded and PASSED an assessment rate of 20.5% was fixed for 1991.

<u>EXPENSES</u>		<u>INCOME</u>		89/16
1990	\$2,221,541			\$2,332,618
1991 (assum 5% incr)	<u>111,077</u>	Other inc assume	<u>332,618</u>	
	\$2,332,618			\$2,000.000

1988 Net Disposable Income \$9,626,500

If assume no increase in NDI for 1989:

20% assessment	\$1,925,244
20.5% assessment	\$1,973,376
21% assessment	\$2,021,507

27. REPORT OF THE EVALUATION COMMITTEE Mrs. Dot Gailey
 Mrs. Gailey stated that the Evaluation Committee is not evaluating people. They evaluate structure, how groups, how programs are functioning in relation to the Diocese. By motion made, seconded and PASSED the convention accepted the report of the Evaluation Committee including its recommendations. (See Document 89/17/1-3 -B-92) B-43

- 28, REPORT OF THE ECUMENICAL COMMISSION Mr. Stephen Moore,
Chair The report was presented in the form of a skit. The
script follows.

TITLE: The churches in solidarity with women

CAST: seated onstage reading magazines

PASTOR: Good heavens! the decade of Churches in
Solidarity with Women! Aren't we in solid with women yet?
We have lost more women thwn men in church every Sunday. I
think it's time to get in solid with men. I feel lonesome.

RADICAL FEMINIST: The decade of Church in Solidarity with
women! A decade? That's ten years! We're talking ten
years to achieve solidarity with the sisters! that's way
too long. We can't wait.

CONSERVATIVE WOMAN: A Decade of Churches in Solidarity
within Women! We're going to change the world in a decade?
Sure we are. We need to take a longer view... a 100 year
plan, maybe, although that might be rushing things.

SPACEY PERSON: Decade of Churches in Solidarity with Women.
Where's Solidarity? And what's happenin' there there with
the churches? I thought all the churches had women... but
then I haven't been for awhile.

PASTOR: (to secretary) Here, dear, type up something for
the newsletter on this Decade of Churches in Solidarity with
Women. And I'm real sorry, but the Vestry said \$3.50 an
hour was all we could pay you. They said to remind you that
this is a church and you're doing the Lord's work.

PASTOR: (to the cast) Why don't you ladies give a tea for
this Women's Decade thing? have a speaker talk about women
in the news.. or even better... about woemnn missionaries!
Be nice program for you girls.

IRRITATED PERSON: What's this Decade of Women thing? Always
pushing! Don't these people realize that if women are in
the positions of priest, bishop and warden, the men will
just quit coming?

MAN AND WOMEN ENTER

WOMAN ONE: This is what we hope to accomplish with the
Ecumenical Decade. We want to empower women to challenge
oppressive structures wherever they exist.

MAN: We intend to affirm - though leadership and decision
making, theology and spiritually - the decisive
contributions of women in communities and churches.

WOMAN TWO: We mean to give visibility to women's perspectives and actions in the work and struggle for justice, peace and the integrity of creation.

MAN: We want to enable the churches to free themselves from racism, sexism and classism: from teachings and practices that discriminate against women.

SPACEY WOMEN: Oh, yeah. Solidarity. That's in Poland, isn't it?

10. REPORT OF THE RESOLUTION COMMITTEE Courtesy Resolution

By motion made, seconded and PASSED.

BE IT RESOLVED that this convention send its greetings and prayers of affection and support to the Diocese of Californian and El Camino Real as they recover from the October earthquake.

United States Economic Boycott of Nicaragua 89/6/3

WHEREAS, the economic infrastructure of Nicaragua has been historically closely tied to the United States; and

WHEREAS, the economic boycott of Nicaragua by the United States is causing extreme hardship to the people of Nicaragua; and

WHEREAS, even Nicaraguan political opposition leaders have called for an end to the trade embargo; and

WHEREAS, the new Testament calls repeatedly for economic justice and peace-making; and

WHEREAS, the Right Reverend Sturdie Downs, Episcopal Bishop of Nicaragua, has called for an end to the boycott;

BE IT THEREFORE RESOLVED, that this 79th Annual Convention of the Diocese of Olympia call upon our Congressional Representatives and our Senators to support HR 418 and any similar legislation that would life the embargo.

The committee moved the resolution with no recommendation. Motion was seconded and resolution PASSED 182 yes, 146 no.

29. REPORT OF THE TELLERS The Tellers report was read. There was a call for a recount due to obvious mathematical problems.

The Secretary of Convention made various announcements. Convention was recessed at 3:40 PM.

SATURDAY, NOVEMBER 4, 1989

Agenda Items

30. THE CONVENTION WAS CALLED TO ORDER AT 8:35 A.M.

29. REPORT OF THE TELLERS ON THE SECOND BALLOT

STANDING COMMITTEE: in the lay order
Clergy votes cast 107 needed to elect 54
Lay votes cast 317 needed to elect 159

There was no election.

Mr. James Magee received 19 clergy, 46 lay votes.
Mr. Charles Neal received 45 clergy, 132 lay votes.

GENERAL CONVENTION in the clergy order
Clergy votes cast 107, needed to elect 54
Lay votes case 315, needed to elect 158

Mary Louise Allen	6 clergy	33 lay
Robert Christie	37 clergy	102 lay
Fletcher Davis	15 clergy	53 lay
Mary Drew	23 clergy	105 lay
Stephen Gehrig	52 clergy	212 lay
Donald Goodheart	17 clergy	24 lay
Roy Green	36 clergy	70 lay
John Lambert	32 clergy	42 lay
Jon Lindenaur	9 clergy	12 lay
Carol Ludden	32 clergy	152 lay
Fred Northup	11 clergy	64 lay
Skip Reeves	9 clergy	40 lay
Ken Snyder	46 clergy	115 lay
<u>Patrick Tomter</u>	74 clergy	215 lay

Patrick Tomter elected on the second ballot.

Lay Deputies to General Convention
Clergy votes cast 107, need to elect 54
Lay votes cast 317, needed to elect 159

Jim Church	43 clergy	111 lay
Bill Jessett	15 clergy	80 lay
William Jordan	4 clergy	16 lay
John Kruger	12 clergy	32 lay
<u>Mel Matteson</u>	67 clergy	174 lay
David Moen	25 clergy	68 lay
Sue Tait	8 clergy	17 lay

Mel Matteson elected on the second ballot.

Bishop Cochrane announced the recipients of the Bishop's Cross. The citations appear in Section B-97.

- *31. THIRD BALLOT fixed order postponed until ballots could be prepared.
- 32. THEOLOGICAL EDUCATION - DIOCESAN SCHOOL OF THEOLOGY
Ms. Nancy Harris, Dean. (The report prepared by Ms. Harris was read by Ms. Betsy Greenman since Ms. Harris was ill).

Good morning!

I am as delighted to be able to report to you today on behalf of the Diocesan School of Theology. It is particularly appropriate that we report at this Convention, because we are now beginning our 25th year. Coincidentally, it was on the first Saturday of November 1965, 24 years ago today, that fifteen men met in Bloedel Auditorium right here at the Cathedral under the direction of Canon Frederick Schilling and began the program which has now become the Diocesan School of Theology. In the 24 years since then, approximately 170 people have graduated from the various programs of the School. These graduates have scattered through 12 states in the United States, from the East Coast to Hawaii, and one is in Germany. Twenty-seven of these graduates have been ordained - 14 to the diaconate (2 just this past Saturday) and 14 to the priesthood, some of the latter after attending seminary. Other persons have attended the School, though not graduating, and subsequently gone to Seminary, graduated and been ordained. Many others have taken classes at the School during these years, though not completing the program. Others have served as members of the faculty, board of directors members, chaplains, and in other roles. I would like to ask that all of you who have attended, whether or not you graduated, or are attending currently, and all those who have been taught, been board members, or had contact with the School in some other capacity over these 24 years, to please stand.

Currently the school has two programs - the one year Foundations for Ministry Program begun seven years ago, which is our basic class. This program focuses on the Biblical Story, the Anglican Story, and the Personal Story. It is followed by a two year academic program which goes into more depth in the traditional theological areas of Bible, History, Theology, Moral Theology, Liturgics, and others. This year, for the second time, we are offering the Foundations Class in Vancouver, Washington, this time in conjunction with the Diocese of Oregon, from which we have nine students.

The School began as a program to impart knowledge and content to men who had to pass canonical examinations in certain areas in order to become non-stipendiary deacons. Over the years it has evolved into a program which continues to impart content, to both men and women, but which also places importance on how that content is integrated with the

lives of the individuals who learn it. Our teaching methods have changed from reading, lectures and examinations to reading, class participation, paper writing, both reflective and academically oriented papers, student presentations, small group work, as well as lectures - and no examinations, for they generally determine only what a person does or doesn't know intellectually, not how it will be used and integrated into faith and life. Faculty of the School were initially drawn solely from the ranks of Diocesan clergy, but over the years we have found many theologically educated lay persons with expertise in special areas - who have expanded and enhanced our programs.

Over my 11 years as Dean, I have come to realize that not only do we educate people for ministry, but the School provides a ministry for those who come to us. Some come to the School as a part of a sorting process - a process which helps them know how they relate to the Episcopal Church, or even if they do. It has become a place for individuals who are in transition - thinking about job changes, career changes, family changes to explore what the Christian faith and the church have to say where they are in their lives. It has become a place for persons to explore education - many who have never attended college, or have been away from formal learning for many years, come to the School and try their wings at educational processes, and a number have gone on to receive college degrees after beginning with us. It has become a place to explore theological education and whether individuals would like to go on to Seminary, and many have done just that. And it has become a place which allows people to grow in their knowledge and skills to be leaders and better participants in the life of their congregations - and of this diocese and others. I think that many of our students would say that to come to the School of Theology means that they enter on a life-changing journey. It is a first step on a journey of self-discovery and discovery about the faith that we live by and the ministries which we have by virtue of our baptism.

One of the other realizations that has come to me over the years is that the School is a place where community is formed. This has been particularly true since we began the Foundations Program, but I am sure it goes back to the very beginning of the program. The people who study together, share and reflect together, risk trying out ideas with each other, find themselves in a community of support and sharing. Friendships are formed that are lasting beyond just the experience of the School. There is a network of people out there - the ones that you saw stand and many others - that helps undergird the life and work of this diocese.

I invite any of you interested in this kind of experience to join us. There is a display down stairs, with the Resource Center's table appropriately in Bloedel Auditorium, with brochures and catalogues for your information. Talk to me or any of the persons who stood a few minutes ago. We would be pleased to have you consider being among our students. The next Foundations Class begins next Fall - there are already six applications on file for the twenty places in that class ...so be in touch soon. Thank you.

Bishop Cochrane expressed appreciation for the strong leadership which Nancy Harris has given to the Diocesan School of Theology over the past 11 years.

33. REPORT OF THE EPISCOPAL CHARITIES APPEAL:

Mr. William Martyn, Chair. Members of Convention, Bishops Cochrane and Warner. I am Bill Martyn from Christ Church, Tacoma, Chairman of Episcopal Charities Appeal.

Thank you for permission to speak on behalf of ECA. I hope you have visited our space in Bloedel Hall. We appreciate receiving the offering at the Eucharist which will be distributed by ECA next June. Thank you Bishop Cochrane for your support. Thanks to all of you who work for and support ECA.

Before making my report I'd like to recognize someone who is not here, Peggy Habegger, and thank her for her strong leadership for the past two years during the genesis of ECA. With her leadership ECA has given over \$94,000 in the first two years. Peggy has been a hands on leader-literally. We have no staff. She has done it all and her support continues. Peggy, thanks to you from all of us for what you have done.

I am not an historian, but I remember the convention several years ago when late on a Saturday afternoon a resolution passed reducing the Diocesan Assessment from about 23% to 20%. Perhaps it was an expression of dissatisfaction with the way the budget was prepared, or the items in the budget or lack of control but the result was a reappraisal of what should be in the budget and what should be out. The budget process changed so there was more convocation input and I noticed we now consider the budget Friday. That is why the college ministries were deleted and funding for hospital and maritime ministries reduced or eliminated despite the lobbying of their advocates. With these changes came the recognition that there were some social needs which were not being met by the Diocesan budget.

Father Mike Creighton, a member of Council, proposed the concept of an Episcopal Charities Appeal to support those needs which could not be met by the budget. The proposal he made to council was approved and brought to convention in the fall of 1986. The 1986 convention approved the resolution which established ECA and directed commission members to develop a program which, after approval by the council, would be presented at the 1987 convention. This was done and approved by convention.

ECA is a creation of council and convention. You breathed life into this dust. At convention the vote was nearly unanimous. We felt we had a mandate and began to work. We have had two drives - one in 1988 and one this year. Your contributions made it possible to help 11 ministries during the past two years.

You have the report about contributions and this years recipient ministries. Contributions were about \$10,000 less this year than the first year. While I am disappointed that we didn't do better I find reasons for optimism. This year there were 18 congregations from whom no contributions came, but gifts came from people in the remaining congregations. 80% of the money came from members of 30 congregations. What an opportunity for growth.

Bishop Warner supports ECA and has said he will help where needed. The ministries who we serve are united in their interest in helping. We have had many suggestions and will act on many of them. People who are not on the commission have offered to help. This year a diocesan wide fun event is being planned under the leadership of Father George King. Come and join us.

The little ECA tree has been planted. Our roots are established and this year, because of your giving, new branches will grow - filled with sweet fruit - to nourish those ministries who depend on our help. Thanks be to God!

31. THIRD BALLOT Bishop Cochrane announced the polls were open. The following people withdrew in the clergy nominees for deputy to General Convention: Mary Louise Allen, Donald P. Goodheart, Jon Lindenauer, Frederick Northup, Hume Reeves. From the lay nominees, Sue Tait withdrew.

Bishop Warner and Mrs. Joyce McConnell called Bishop and Mrs. Cochrane to come forward. They presented the Cochranes with a card and a purse from friends throughout the Diocese.

34. COMMISSION ON MINISTRY REPORT The Reverend Judith McDaniel, Vice-chair of the Commission on Ministry, introduced the two part report of the Commission.

Part I: The Venerable Robert Christie, member of COM. Sisters and brothers in Christ: twenty years ago, the

Diocese began a program known as the "Training Parish Program", whereby individuals just out of seminary and entering into the ordained ministry were placed in a parish under the supervision of the rector. This program served the primary purpose of giving direct training and supervision to the newly ordained by experienced priests of the church, rather than placing the individual alone and unsupervised in a mission congregations. When this program was instituted by Bishop Curtis, it was with the understanding that there would be diocesan financial support to the participating parishes, partly to compensate them for the time which the rector would spend in the supervision/training process. The percentage paid by the diocese created the means by which those this diocese sent off and supported in seminary could return here to serve the church.

This program, later known as the clergy residency program, received diocesan funding for 14 years, and saw over 20 clergy placed and trained in the diocese. However, during budget cuts in 1984, funding was reduced and later discontinued. The program itself has continued, but since that time 12 Olympia seminarians have been ordained, of whom only 5 now serve in the diocese. We have lost outstanding individuals to other dioceses, and may never benefit from their gifts.

The program has two facets: (1) the relationship between the supervisor and the resident. Guided by a "work/learning agreement", negotiated between the supervisor, resident and program director each year, and evaluated by negotiation between the same three persons, and the end of the year: and (2) peer support for the residents, which takes the form of monthly meetings for sharing experiences and learning about various aspects of ministry, determined by the residents.

As one who benefited from this very viable program, I might be accused of having a bias, and I'll own it, however, your Commission on Ministry is looking at various ways to keep and place those whom we call. Support and send to seminary, and we are soliciting your in-put and asking your consideration of the re-establishment of funding for the clergy residency program. It will mean a new item in the budget for 1991 and beyond. The amount will vary from year to year depending on how many seminarians are graduating, what positions are available in the diocese, and the division of costs between the diocese and congregations. We currently have 8 person in seminary; 1 will graduate in 1990; 3 in 1991, and 4 in 1992. As most of you are aware, the cost of ordained leadership is considerable; the total cost today for a beginning clergy person with salary allowance, medical, dental, pension, etc., begins at \$33,000 per year.

On the other hand, it is important for all of us to take seriously the support and placement of those persons called to ministry from this diocese. We must support and encourage them beyond the seminary years. The commission in the next year will be looking at possible ways to expand the placement possibilities into mission congregations. Under the supervision of regional archdeacons, as well as into the larger parishes. We'll be making a budget request in January to support our graduating seminarians for 1991. A Commission on Ministry representative will be present at the 1990 Spring Convocation meetings to explain the request and answer any questions.

We ask convention to work with us to meet this challenge in the 1990's and assist us with both ideas and financial support. Thank you.

Part II: Report of the Committee on Laity: The members of this committee presented a conversation around the issues of the ministry of laity. The issues raised are highlighted in the written report of the committee. (See Section B -95)

35. EPISCOPAL CHURCHWOMEN: Sharon Monks and Maureen Lyons. Sharon Monks, outgoing ECW President reported.

"I have just finished serving as president of a wonderful bunch of 105 year old women. The first recorded meeting of the women of this diocese was at Trinity Parish, Seattle in 1884. That makes the Episcopal Church Women of the Diocese of Olympia 105 years old. As the ad says, "We've come a long way, baby."

We began our 104th year in September, 1988 by celebrating our Annual Fall Meeting with a multi-cultural gathering of the Chinese, Japanese, Cambodian and Vietnamese congregations in this diocese. Our theme for the year was from Romans 5:12, "We who are many, are one in Christ," Our speaker was the Rev. Eric Law, Episcopal Chaplain at U.S.C. and convener of the Province VIII Asian Pacific Island Ministry Commission.

Our convocation meetings in February of this year were at Church of the Epiphany in Chehalis; St. Philip, Marysville; St. Luke, Sequim, and St. Stephen, Seattle. The program was "Differences Do Count", one of the eight modules from the Women of Vision Program. In the last year, Maureen Lyons and I have presented some part of the Women of Vision Program in 13 parishes to 340 women and 1 man. Response has been very enthusiastic. Women of Vision is a program from the National Church which enables women to acquire skills in communication, skills in leadership and skills to identify their spiritual gifts and realize their own uniqueness. It can be adapted to a one-hour segment as part of a group's regular meeting or expanded to a weekend

retreat. We have done both. If you would like to schedule Women of Vision for your parish, see Maureen Lyons or me. I have accepted an invitation to be part of the Design Team to coordinate Phase II of Women of Vision.

The Rev. Roy Green served as our spiritual leader for the Annual Lenten Retreats at Huston Center. He used our theme, "We, who are many, are one in Christ," as the basis for his teaching. He is an outstanding leader. I highly recommend listening to what he has to say. The Rev. Portia Mather was Chaplain for the Womens' Retreat and the Rev. Kevin Allen was Chaplain for the Co-Ed Retreat.

The women of this diocese responded overwhelmingly to the request for help with the consecration of Bishop Warner. Working together making 200 box lunches provided great fellowship and an opportunity for many to experience the larger church in tangible action.

Our Spring Meeting and Seminarian Scholarship Fund Tea in May was a great success. Taproot Theater presented "Red Letter Days," the Triennial Quilt, made up of squares from 92 diocese and womens' organizations, and was displayed.

The Seminarian Scholarship Fund, formerly known as the Student Memorial Fund, held their annual tea the same day at Bishop and Mrs. Cochrane's home for the last time. Alternative locations for next year's tea are being considered. The name change to Seminarian Scholarship Fund came about in November of last year after many years of confusion over the name, Student Memorial Fund. People thought it was connected with someone's death rather than a scholarship fund for seminary students. This year, Phyllis Marsden, President of the Fund, reported that proceeds from the tea and the offering from the ECW Spring Meeting, this year designated for the fund to \$2400. In all, \$6,000 has been distributed among 5 seminarians.

Our diocese received 2 grants this year from the United Thank Offering Fund. One grant to Northwest Harvest was for \$7500 to buy a van. Mathew House in Monroe was the recipient of the second grant. They received \$25,000 to buy the building where they are currently housed. Pat Harrison, from Trinity,. Seattle, has succeeded Dot Gaily as the diocesan UTO Treasurer.

Alice Nelson, Church Periodical Club chairman, wants you to know that prayer books and hymnals in Spanish have been given the new Hispanic Ministry currently sharing St. Columba's mission in Des Moines. The CPC has also provided magazine subscriptions to Huston Center and to the Maritime Ministry. Also, 30 "Praise the Lord" songbooks have been presented to St. Andrews House through the generosity of the Church Periodical Club.

The Episcopal Church Women ended the year in September with the Annual Fall Meeting here at St. Mark's. Our speaker was Kristin Johnson Ingram from St.,. Mary's in

Eugene, Oregon. She is the author of last year's Advent edition of Forward Day by Day.

Also, at that meeting, the 30th President of this 105 year old organization was installed and I want you to know who she is. An outstanding representative of the women of the Diocese of Olympia - Maureen Lyons."

Maureen Lyons made the following remarks.

"I would like to dispel a myth. Episcopal Church Women is not a card-carrying membership organization. The program sponsored by your ECW board, that Sharon has just reported on, are for the benefit of all women who attend Episcopal churches. I am especially qualified to bring this message, because I have never belonged to a Parish guild or ECW group. My church does not have one. Over the years the women from my church have been inspired, educated and enriched by Diocesan ECW events and speakers.

Your ECW Board members are happy to come and talk to the women of your parish whether they have an organized group or not. Pat Harrison, the UTO Coordinator, Alice Nelson for CPC, Sherry Garman, Altar Guild directress and I have wheels and will travel. Our phone numbers can be found in the new ECW directory that will be in the mail in about 10 days, Please call us.

Bishop Cochrane thanked Sharon and Maureen for their leadership. The convention was recessed for the Eucharist.

During the Convention Eucharist Bishop Cochrane presented the Bishop's Address to the Diocesan Convention.

89/12

BISHOP'S ADDRESS 79TH DIOCESAN CONVENTION

"Grace and peace to you from God the Father and Our Lord Jesus Christ who sacrificed Himself for our sins to rescue us out of this present age of wickedness, as our God and Father willed: to whom be glory for ever and ever. Amen."

Please remain standing and let us now remember before God the following faithful servants of the Lord who have entered into Paradise since last we met.

Cole Schreiner, St. John's, Gig Harbor
Alvin E. Koch
Eleanor Smith
Richard Wyatt Smith, St. Andrew's, Seattle
Karen Maleng
Zachary McLauchlan, Ascension, Seattle
Kaj Shoji

Agenda Items

November 4, 1989

Tomo Shoji
Amy E. Matsuoka, St. Peter's, Seattle
Robert K. Hodges
Elizabeth Jackson
E. K. Poe Pratt
William Patterson
Jerome Reese Schuchart
Michael Kemp Slaughter
Elwood Fryer
Harvey Steele
Claire Devik
Dorothy Stimson Bullitt, St. Mark's Cathedral
Benjamin Houghton, Grace Church, Lopez
Evelyn Duncan, St. Francis, Mill Creek
Clara Alice Harris
Margaret Theresa Root
Evert Aganon Carlson
Brian Lee Kanabel, Christ Church, Puyallup
Kathleen Lasnetske
Irene Lent
Ferne Whitney, St. Paul's, Bremerton
Lucille Pickard, St. Paul's, Mount Vernon
Margaret T. Root
William Stephens
Bill Wilson, Christ Church, Seattle
Gladys A. Spindor
Charles W. Keineth
Herbert Fovarque
Linda W. Goheen
Clair J. Murchy
Hannah A. Styner, St. Andrew's, Aberdeen
Emily DeHay
Wadie Betar
George Shepard
Fern Wallenstrom, St. Mary's, Tacoma
Henry Force Daniele, St. John's, Olympia
Marian Hutton
Mary Ann LaFontaine, Holy Cross, Redmond
Dolly Paxton
Helen Avery
Jane Lawrence, St. George's, Seattle
Firm Boggs
Helen Boggs
Muriel Bergsland
Nancy Lindsey, St. Luke's, Sequim
Bernice Wallace
Reginald Williams
Shirley Ager, St. Aidan's, Camano Island
Maude Crawford
Paul Scott, Good Shepherd, Federal Way
John Armstrong, St. Andrew's, Tacoma

Helen Thompson Stoddard
 Blanche Arney Bridgham
 Alberta I. Michel
 Orie William Kahn
 Martha Ann Naeve
 Virginia Walker Johnson, Trinity, Everett
 Katharine M. Steffenson
 Selwin John Madia
 James Early Barlow, Sr.
 Russell Edward Mohny, Sr., St. John's, Centralia
 Hope Hodges, St. Andrew's, Port Angeles
 Jack Tobin, St. Luke's, Seattle
 Floyd A. Railsback
 Vivian Mary Dill
 Clyde Lamee, St. Stephen's, Oak Harbor
 George Owens, St. Matthew's, Auburn
 Billie Elliott
 Faye Beaver
 Lottie Ballinger, St. Peter's, Seaview
 Evelyn P. Fraser
 Jewell B. Martin
 Nellie R. Hudson
 Cortlandt Clark
 Muriel T. Clark
 Alice Johnson, St. Stephen's, Seattle
 Nancy Ann Hooper, Redeemer, Kenmore
 Paul John Barker
 Betty Moran, St. David's, Shelton
 Barbara M. Benson, St. Nicholas, Tahuya
 Randall Jay McCarty
 David Lee Fuller, St. Paul's, Seattle
 Leland Robbins Ellis
 Charles Manford Kelley
 W. Gordon White
 Alice Achorn Fetherstone, St. Thomas, Medina
 Maxine Records
 Marguerite Church
 Lulu DuBois
 Waldena Koppe
 Jane Parish Brown
 LaVerne B. White, St. Luke's, Vancouver
 Elbert William York
 Marguerite Ebright
 Carl Little
 Laverne Eldridge
 John Frederick Wallin
 Mavis Elise Taylor
 Eva Turcotte
 Nancy Jean Walters, St. Paul's, Bellingham
 Stephen Anderson
 Katherine McCollister

Patrick Fukuda
Nora Wood
John Spaeth
Cecille Stretton
John Sayles
James Crissey, Epiphany, Seattle
Arnold A. Halliwell
Yvonne Davis
Pat Larson
Ethel Potts, St. Alban's, Edmonds
Holmes Hyland
Wilbur Huston
Mary Alice Greene
Mildred Woodward, St. Barnabas, Bainbridge Island
Ray Knudson, Emmanuel, Orcas Island

Let us pray: Almighty God, with whom still live the spirits of those who die in the Lord, and with whom the souls of the faithful are in joy and felicity; we give you hearty thanks for the good examples of these your servants, who, having finished their course in faith, now find rest and refreshment. May we, with them and with all who have died in the true faith of your Holy Name, have perfect fulfillment and bliss in your eternal and everlasting glory, through Jesus Christ our Lord. May their souls and the souls of all the faithful departed through the mercy of God, rest in peace.

Now, in accordance with the canons, I record the changes since last Convention. Letters Dimissory have been issued, transferring the Rev. Roger Wilkowski to the Diocese of Northern California; the Rev. Robert G. McNaull to the Diocese of Northwest Texas; and Rev. Robert E. Dunn to the Diocese of Los Angeles.

Letters Dimissory have been accepted for the Rev. Joseph J. Tiernan from the Diocese of Oregon; the Rev. Dorian L. McGlannan from the Diocese of Maryland; the Rev. Elise Donahower from the Diocese of Oregon, the Rev. Herbert W. Ainsley from the Diocese of New Westminster; the Rev. Mary Louise Allen from the Diocese of Oregon; the Rev. Barbara Dunn Riker from the Diocese of Southern Ohio; the Rev. William C. Riker, Jr. from the Diocese of Southern Ohio; the Rev. Frederick E. Jessett from the Diocese of Spokane; the Rev. Robin A. Moore from the Diocese of Arkansas; the Rev. John R. Bell, Jr. from the Diocese of Florida; the Rev. Sherman Hesselgrave from the Diocese of Oregon; the Rev. Robert E. Shelley from the Diocese of Wyoming; and the Rev. M. Fletcher Davis from the Diocese of Los Angeles.

I welcome these clergy and their families into the Diocese. We also welcome the Rev. Terrance G. Steig, received as Deacon and Priest from the Roman Catholic Church; and the Rev. Peter Champion, the Rev. Mary Drew and the Rev. Patricia Walker, ordained to the Diaconate.

Last year at this time I stood in this pulpit and gave a very lengthy Convention Address in which I tried to summarize all of the many good things which God had enabled us as a diocese to accomplish during the years of my episcopate. Last year, then, this Address looked to the past. Today, in this my last Convention Address to you, I want to share some thoughts with you about the future and then some concluding words about this present moment in time for us this time of separation this time of goodbye.

One cannot speak about the future without speaking about Bishop Warner. He is the one most significantly new element in the immediate future of our life together as a diocese. He is, or very soon will be, your new episcopal leader. While it is perfectly true that I shall officially be the Bishop of Olympia until the stroke of midnight on December 31st of this year, it is my intention to take some very much needed vacation and study leave for the last six weeks of this year. My last day in the office will be next Friday, November 10th.

This Convention, then, is my last "hurrah," so to speak, as your diocesan bishop and it marks that point of transition from the active leadership of Bishop Robert to the active leadership of Bishop Vincent. Because I believe so strongly in the power of outward signs and symbols to express deep spiritual realities and because I also believe that all important moments of transition and change in the church should be given some liturgical expression, I have chosen this Convention Eucharist to be that moment in this Convention when that symbolic and liturgical transition takes place.

In a few minutes I shall stand here at our Cathedral altar one last time as your chief pastor and symbol of the unity of the diocese to preside at the Eucharist. Standing with me as concelebrant will be your new bishop and the Regional Archdeacons, symbols of the extension of the Office of the Bishop throughout the diocese. You here in the pews, as delegates from each of our congregations, are the diocese in microcosm. You all are the symbolic representation of the entire diocese gathered with its bishop around the Holy Table to do this for the remembrance of our Lord. I can think of no more wonderful and fitting way to end my episcopate than this.

At the conclusion of this great Eucharist I shall go to the top of the chancel steps holding my crozier or staff, symbol of the pastoral authority of the bishop. Standing next to me will be Bishop Vincent. There, I shall give my final blessing. Immediately after that I shall place the staff in Bishop Vincent's hand, thereby symbolizing the transfer of all pastoral authority to him. I shall then walk down the steps, pick up my

dear wife, and together we shall leave the cathedral. Your new bishop will then preside over the rest of the Convention this afternoon.

From that moment on Bishop Vincent faces the tremendous challenge of leading this great diocese into the twenty first century. But he will be equal to that challenge. In choosing him to be our bishop, you have chosen well. Over these past few months I have had the opportunity to observe him closely. I find him to be a man of clear vision and remarkable insight. He has the ability to see the big picture while at the same time not overlooking the details. He can cut through very quickly to the heart of any matter facing him. He asks perceptive questions and attentively receives their answers. He has remarkable listening skills. Ask him a question and there will be a slight pause - a moment of silence - and then will come his measured and thoughtful response and you know that he has heard you.

Bishop Vincent comes to us with many gifts and skills as you will soon discover. In many instances his gifts are different from those with which God has blessed me. That is because he and I are different from each other and this is not necessarily either good or bad. It just so! In the days ahead those differences between us will become increasingly more apparent to the people of the diocese and then there will come the very natural human tendency to make comparisons, sometimes favorable, sometimes unfavorable. I beg you to resist the temptation to do that. Let plus Vincent be plus Vincent, just as you have let plus Robert be plus Robert. Because he is different, he will do things differently. He will lead differently. His emphases and priorities will be different. Changes will come. And all of that is as it should be. It is my firm conviction that every bishop whom God has called to serve this diocese, from John Paddock to Vincent Warner, has been the right bishop at the right time for the diocese and every single one has been quite different from his predecessor. So, accept Vincent for who he is, with his great strengths and his weaknesses. He is not infallible. He will make mistakes (God knows I did!) Allow him to make mistakes and where he is weak, you provide the strength.

People being what they are, he will receive a certain amount of criticism and even hate mail. But if you criticize a decision that he makes or an action that he takes, be sure you have all the same facts and information that he has! Over the years, not all, but a significant amount of criticism I received from clergy and laity alike was made on the basis of totally inadequate and incomplete information, and the frustrating thing is that you can't always provide the criticizer with all the facts because often some of them are highly confidential.

If you have a disagreement with anything your new bishop does or says, don't carp and criticize and bellyache behind his back; do him the simple Christian courtesy of talking with him face to face. Above all, pray daily for him and Janice and love them as you have loved Terry and me.

During the past few months I have often been asked, "What are some of the things you hoped to see accomplished during your episcopate but didn't, and do you hope they can be accomplished in the future?" There are three things I hope to see accomplished in our diocese in the future which I did not see achieved in my time and, while not wanting to write Bishop Warner's agenda, I often think of them as "unfinished business" for us all. They can all be summarized under the one word "growth" and, without going into great detail about each, let me itemize them for you.

The first is growth in financial resources. We desperately need an adequate source of funding to start new congregations in the growing areas of western Washington and we need to be able to pay a clergy salary, to purchase land, and to construct buildings without burdening an infant congregation with those tremendous start up costs. Right now April Gaines, our Diocesan Development Officer, is making plans for a feasibility study to see if we can raise five to ten million dollars from individual major donors over the next few years for this purpose. Such a sum, properly invested, will provide ongoing income for mission extension without reliance on the diocesan budget and rising and falling assessments. You will hear more about this in the days to come.

The second is growth in baptized membership. The trend of declining numbers must be reversed. Our Lord's clear command to us as His followers is to "go and make disciples." I am not asking us to play the numbers game, but on the other hand, I just don't buy that old rationalization that we are smaller, but better and that what we lack in quantity, we make up for in quality. We can't wait around for new people to show up on Sunday morning and then be nice to them at the coffee hours in the hope that they'll be back. We must be proactive, not reactive, in winning new members to the Lord and His Church. And it will not be done by great crusades or elaborate programs of evangelization. It will be done on an individual, one by one, basis. That's w-o-n by o-n-e. And you must be the o-n-e to win another o-n-e.

The third is growth in our understanding and acceptance of the diocese as a community of congregations. I worked very hard during these past fourteen years to eliminate the cancer of parochialism in our diocese. We have made some progress but we still have a long way to go. I am shocked and hurt to learn that

there are still some clergy and parish treasurers who engage in some "creative bookkeeping" to avoid giving their full and fair assessment share in support of the diocesan budget. There are those who refer to the diocese as "those people who work at the Diocesan House" and see it as an adversary. The "we-they" syndrome and the "us against them" attitude are still very much alive. A member of this Convention once referred to the diocese as a "legal fiction." How absurd, but also, how sad!

The diocese is a reality and it is you and I here today. The diocese is a community of congregations in communion with each other through this Convention. The clergy are bound to each other by being in communion with the bishop. We are not a congregational church where every congregation is independent and does its own thing. We are an episcopal church interdependently bound to each other and mutually responsible to one another. In other words, no matter whether we are big or small, we need each other and there can be no real growth for us as a diocese in any area of our life until we rid ourselves of all narrow parochial attitudes. In the years ahead, under the leadership of our fine new bishop, let us strive to become what we are: one body in Christ and individually members one of another.

I end now my thoughts of the future and return to this present moment - this moment of letting go - this moment of separation. It is time now for me to say, one last time, thank you and goodbye. Goodbye - a simple word - a word full of deep meaning - a word which, of all words, is most fitting for this moment of separation, for the word goodbye is really a contraction of four words: "God be with you." In every moment of human separation whether of time or space or relationship or life or death, we can always entrust our dear friends and loved ones to God's care and love because we know that His care and love can transcend all human barriers of separation and change. Goodbye - God be with you. And the French say "Adieu" - "To God" - to God we entrust and commit our friends and loved one when separated from them. And the Spanish say "Adios" - "To God." And the Italians say "Adio" - "To God." Always to God because God is always and everywhere present to us all and His loving care is never absent from us all. And this is what St. Paul meant in those magnificent words he wrote in his letter to the Church in Rome:

"For I am persuaded that neither death nor life, nor angels nor principalities, nor powers, nor things present, nor things to come, nor height nor depth, nor anything in all creation can separate us from the love of God which is in Christ Jesus our Lord."

How sweeping and inclusive are the words of St. Paul. They are like a great ocean of faith and assurance washing over

any doubt we might have about God's love for each of us - a love made manifest for all time in our Lord Jesus Christ. And Paul is telling us that nothing in all of creation outside of ourselves can ever separate or cut us off from that love in Christ. At all times and in all places God offers us His love and the only thing which can keep God out of your life is you yourself.

Because there is nothing in all creation but ourselves that can separate us from the love of God in Christ Jesus, it follows then that those who are in Christ - those who are members together of His Body the Church are inseparably bound together by that love.

In Jesus there can never be any separation among those who love and follow Him. That is the ultimate meaning behind all that I have tried to do, to teach and to be as your bishop for these past fourteen years. I have tried hard at every opportunity to proclaim Jesus as Lord in the power of the Spirit and all of us as His Body the Church here in Western Washington.

In Jesus there can never be any separation for those of us who belong to Him. Nowhere is this seen more truly than in this Holy Eucharist. In the broken Bread and shared Cup of the Lord's Presence, we have Holy Communion - holy union - with Him and with one another. There is nothing greater than this that we do together and there can be no substitute for it. That is why, in my inaugural sermon preached from this very pulpit shortly after my consecration, I asked that the Eucharist be the principal act of worship every Sunday in every congregation of this diocese. That has become the center of our life in this diocese so that whenever you gather at your altars and whenever and wherever I stand at an altar, we are together.

On Monday I shall go to my office and spend next week cleaning out my desk and files and saying farewell to my wonderful staff and then take those last six weeks of this year for that much-needed vacation and study leave time.

Terry and I will then be busy preparing to remodel the little house we have bought here in Seattle on N. E. 60th Street just north of Windemere and south of the Sand Point Naval facility. So, you see, we shall still be living in this great diocese and in this Emerald City. The Rector and Vestry of Christ Church, Seattle, have offered me some office space so that I might have a place to go to write and study and keep some books - and also to get out from under Terry's feet.

For the first few weeks and months of next year, I want to take things easy and keep a low profile so that Bishop Vincent may be truly perceived and accepted by the diocese as its new bishop without me popping up all over the place. After that I

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shall continue to be available to serve the Lord wherever and however He and His Church can use me.

In the years ahead Terry and I will undoubtedly see some of you from time to time, but whether we do or not, please know that we shall never forget you and the many things we have shared together during these past fourteen years. We thank you for all of your prayers and for the countless expressions of your love and affection which you have given us. We thank God that we shall always be together in our Lord Jesus Christ. So now, at this moment of separation we do the one thing that will make certain that we are never really separated from you. We commend you to God's love always and forever and we say: To God; adieu; adios; adio. We say: God be with you. We say Goodbye.

At the conclusion of the Convention Eucharist Bishop Cochrane passed the crozier to Bishop Co-adjutor, Warner, asking him to care for the flock.

36, REPORT OF THE TELLERS

Standing Committee: in the lay order

Clergy votes cast 97, needed to elect 49

Lay votes cast 324, needed to elect 163

James Magee	Clergy	8	Lay	33
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Charles Neal	Clergy	45	Lay	140
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Bunny Williams	Clergy	44	Lay	151
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There was no election.

Deputies to General Convention:

Clerical Deputies: Clergy 97 needed to elect 49

Lay 325 needed to elect 163

Robert Christie	Clergy	45	Lay	120
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Fletcher Davis	Clergy	9	Lay	43
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Mary Drew	Clergy	23	Lay	85
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<u>Stephen Gehrig</u>	Clergy	64	Lay	230
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Roy Green	Clergy	33	Lay	76
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John Lambert	Clergy	29	Lay	58
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Carol Ludden	Clergy	31	Lay	169
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<u>Ken Snyder</u>	Clergy	52	Lay	156
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Stephen Gehrig and Ken Snyder were elected.

Lay Deputies: Clergy 97 needed to elect 49

Lay 322 needed to elect 162

Jim Church	Clergy	36	Lay	99
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Bill Jessett	Clergy	9	Lay	45
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William Jordan	Clergy	2	Lay	4
John Kruger	Clergy	5	Lay	11
David Moen	Clergy	16	Lay	38
Ruth Schmidt	Clergy	29	Lay	125

There was no election in the lay order.

FOURTH BALLOT: The Polls opened. It was brought to the attention of the Secretary that the ballot in the clergy order was printed incorrectly. Clergy balloted again with a new ballot. The pertinent article governing this fourth ballot is Article XII.

Bishop Coadjutor Warner called on Jim Twomey and Ellen Freeman who presented him with sweat shirts which the Social Action Ministries had printed with the descending dove design.

BISHOP WARNER ADDRESSED THE CONVENTION.

This morning Bishop Cochrane chose to mark the transition of his ministry and the ministry of this diocese during the Convention Eucharist. I was touched and moved by his words, his words like his ministry were undergirded and surrounded by the Sacrament of the Holy Eucharist and God's word. They were open, clear and honest.

His closing words and symbolic act of passing the crosure were direct and to the point. That has been my experience with Bishop Cochrane over these past months. He has been open, direct and generous in our shared time together. He is a faithful servant of God and has been a faithful Bishop of this diocese and it has been my privilege to serve with him. The passing of the crosure marks a new beginning - for me and for you. I live each day with a clear sense of thanksgiving that I have been called to God's country. I also live each day alive with hope for the ministry that we share together. In the diocese we have many challenges facing us in the last decade of the twentieth century, some of these challenges are clear to us at this moment, some will become clearer as time goes by.

Over the past months I have visited many areas of the diocese - often with Janice by my side. Much of the time has been spent in missions and it has become evident to me each day that the parishes, missions and smaller congrega-

tions of our diocese face challenges that will grow as each year passes. Time in these past months has been spent in getting acquainted and listening. Listening to members of Bishop's Committees tell their stories, listening to clergy and spouses tell their stories, listening to clergy and laity in conflicted parishes and missions who have shared the places that they are finding difficult, listening to many different perspectives and visions of the needs of this diocese from individuals and groups all around the diocese. Listening is an important part of my ministry and always has been. My listening to the voices of the people in this diocese is just a beginning - out of the listening will come discernment and with the help of the Holy Spirit clarity about our mission and ministry together in the months and years ahead.

In some ways the issues we face were clearer the first day I arrived than they are today. For the time being it is important to be deeply immersed in the day to day work-wearing at times the archdeacon's hat, at times a new bishop's hat - at times the hat of a person in transition, simply attempting to be myself in new roles, in new tasks as they unfold daily. I am in short learning, and I am vulnerable to making wrong decisions and choices, I will trust you to let me know what you see and to be open about your concerns. I will depend on you to tell me what you see and hope that you will trust me to accept your honesty with an open stance and heart.

Your advice, guidance, prayers, patience and understanding are desired as we begin our work together. In time we will develop a new vision for the years ahead but it will be rooted in our history - in Stephen Bayne and Ivor Curtis and Robert Cochrane and all the other bishops who have gone before as well as with all of you - those new to the diocese, like me and those that have been around long enough to see what needs to be done. Some have been around so long that you despair of anything changing for the better, but I believe that point of view to be limited in this diocese. I sense energy and hope and a reserve of creativity that I have rarely seen. I took my friends Michael Dwinell's words to heart at the Consecration in his sermon when he said that I didn't have to do it all, I know that. Long ago I learned there was a great deal I could not do - I also learned there a great deal others did more effectively. We need each other, we are interdependent and whatever journey we are to have we share in together, that is what it means to me to be 'the church' - to be 'Christ's body.'

In the months ahead we will continue the search for an archdeacon and hope we will have someone in place early in 1990. There will be several staff changes in the months ahead as well. Nancy Wolfe, is retiring after working for nearly 12 years with the youth of this diocese. Her ministry has been outstanding, she has built a ministry among the young people of this diocese that I am sure is one of the best around the country. Lois Bartholomew leaves her multifaceted role in the financial management of the diocese at the end of January as she moves toward a well earned retirement. Lois has served the diocese for over 19 years. Linda Moehring has served the diocese for seven years and will be leaving at year end. Linda is one of those people with many talents and she has shared them well as she worked in the accounting office and more recently in the resource center. Ruth Adams after 25 years and serving a number of bishops will retire sometime after the first of the year. I will miss the opportunity of working with her and enjoying her gracious presence, but she has done more for this diocese than anyone could ever know and deserves a chance to do something for herself. Pearl LaRonde will continue as my secretary and will move into Ruth's office. Pearl is to my mind one of the most effective administrative people I have ever worked with and you may already know I need someone like that at my side. Paul Langpaap has continued on since retiring as Archdeacon in July to help two days per week. It has been my deepest pleasure to work with him. I have made a new friend and will always consult with Paul whether he is present in the diocesan office or simply enjoying himself someplace else.

Finally, many, many people have come to see me to try to ascertain what my approach will be to my new role. It is important for me not to be hidden about that - it is important for us to work together. I have sometimes brought chaos to a new environment - I do believe in stirring things up, therefore from this moment on I will live in the tension of being called to maintain the church as an institution and wanting the flames of the Holy Spirit to reform and reshape much of what we do. Out of chaos I believe can come creativity. I don't need nor want to control everything. I do want to affirm who we are as a people of God and I want to affirm the potential we have to minister to one another and especially the ministry we have to a broken world that desperately needs the church as a beacon on our society. You have my gratitude for your warm welcome and your patience during this transition. The transition will not end tomorrow, it will go on for many months and if we are doing anything right we will at times seem to be living and taking some very real risk, sometimes right on the edge of the abyss. My hope is that we will have some fun together

and with all we have to do not take ourselves too seriously. It is God's church - not ours anyway.

Now I would invite you to stand so that we might all join together in prayer, offering thanksgiving for our part, our past, our history, this present moment and asking God's guidance for the future. I will open with prayer and invite your intercessions throughout the convention and then I will close with a prayer.

The Lord be with you.

O God who has taught us to trust in you and only in you open our hearts to share that most daring and risky faith which you have revealed to your servants and to the saints in all ages. Guide us as we move through this time of transition. Keep our minds open and alert knowing that life is always changing and we must be ready for change. Give us the anchors we need to hold us to the things that are real and true and good. Be with your servant Robert and his wife Terry. We offer thanksgiving for their ministry and time among us. We ask that you may bless them in their future. Lead us Lord along the way. We ask this in the name of Jesus Christ, our Saviour who is the same yesterday, today and forever. Amen.

40. THE CLERGY REBALLOTTED

Bishop Warner asked those who would be retiring before the next Diocesan Convention to come forward. The Rev. Walter Truitt, St. Paul's, Port Townsend; The Rev. Eugene Wolfe, St. Clement, Seattle; and the Rev. William Waring, St. George, Maple Valley were acknowledged and recognized by convention for their ministries.

Bishop Warner called upon The Rev. Kevin Martin, who is leaving the Diocese in February, to address the convention.

Father Martin expressed his appreciation for the ministry of this diocese, the warmth with which he had been incorporated when he came and the sense that when he thinks of his image of the church ... this diocese will come to mind.

42. REPORT OF THE TELLERS:

Standing Committee - simple majority needed:

Bunny Williams received 166
Charles Neal received 146

Bunny Williams was elected.

Deputies to General Convention:
Clergy: votes cast 100

<u>Robert Christie</u>	43 votes
<u>Fletcher Davis</u>	5
<u>Mary Drew</u>	15
<u>Roy Green</u>	25
<u>John Lambert</u>	20
<u>Carol Ludden</u>	31
<u>Kenneth Snyder</u>	58

Robert Christie and Kenneth Snyder were elected.

Clergy Alternates in order are:	<u>Carol Ludden</u>
	<u>Roy Green</u>
	<u>John Lambert</u>
	<u>Mary Drew</u>

Laity: votes cast 312

<u>Jim Church</u>	90 votes
<u>Bill Jessett</u>	33
<u>William Jordan</u>	9
<u>John Kruger</u>	8
<u>David Moen</u>	34
<u>Ruth Schmidt</u>	138

Lay Alternates in order are:	<u>Jim Church</u>
	<u>David Moen</u>
	<u>Bill Jessett</u>
	<u>William Jordan</u>

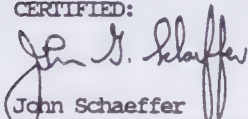
Agenda Items

November 4, 1989

Mr. Mel Matteson asked for a point of personal privilege. he spoke of his gratefulness to the members of the Convention who prayed for his recovery from surgery. And he spoke of the importance of wearing the Bishop's Cross, which he has worn since he received it. He witnessed to the way people's questions about it offer an opening for him to share his faith.... a tool of evangelism.

Motion made, seconded to adjourn Diocesan Convention.

CERTIFIED:



John Schaeffer
Secretary of Convention



Vincent W. Warner
Bishop Coadjutor of Olympia

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RULES OF CONVENTION
OF
THE DIOCESE OF OLYMPIA

89/2/1

It is hoped that by circulating these rules in advance of Convention, the delegates and alternates will have a clearer idea of how Convention operates and a means of handling business quickly and usefully.

John G. Schaeffer, Secretary of Convention

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Rule 1. The Resolutions Committee

(See Canon 4 - Section e)

1. All resolutions shall be submitted to the Resolutions Committee at least 45 days prior to Convention and shall be mailed to all delegates and alternates.
2. The Committee shall have the authority to combine similar resolutions so long as the sense of the original is retained.
3. The Committee shall amend resolutions in order to assure that the resolution is in the form proper for consideration by the Convention.
4. The Committee shall consider all resolutions received and shall report them to Convention either as received or as amended or combined, with recommendations, "do not consider, to pass, not to pass, refer to other committees or commissions, or no opinion".
5. The Committee may meet during convention.
6. The Committee shall be appointed by the Bishop within 90 days after the adjournment of the annual Convention.
7. Any Resolution not submitted to the Committee at least 45 days prior to Convention shall be considered by Convention only if submitted - in writing - to the Committee no later than six (6) hours after the convening of Convention, and if consideration of such resolution is approved by a majority vote of the Convention.

Rule 2. Voting Procedures

(See Articles IX;X,sec 1; XII; XIV of the Constitution.

1. In elections, the Standing Committee and Deputies of General Convention, require a concurrent vote of both the clerical and lay orders.
2. All other officers and all other motions may be decided by a majority of the votes of the two orders jointly unless otherwise provided for in the Constitution, Canons or in Robert's Rules of Order/latest Revised Edition.
3. All voting for officers and representatives provided for in the Constitution and elected by Convention, shall be by written ballot unless unanimous consent is given to dispense with this requirement.

Rule 3. Unanimous Consent

By unanimous consent, any action may be taken that is not in contravention of any provision in the Constitution or Canons of the Episcopal Church or those of the Diocese of Olympia.

Rule 4. Amendments to Canons and Constitution

(See Constitution - Article XXI; Canon 28)

- a. A concurrent vote of the majority in each order voting separately is required to amend or repeal the Canons or the Constitution.
- b. new Canons, changes or repealing a Canon shall first be submitted to the Committee on Canons as provided in Canon 4.
- c. To amend the Constitution this must be done at two successive Annual Meetings of Convention.

Rule 5. Amendment of Rules of Procedure

- a. No Rule may be adopted or amended affecting Canons or Constitution which is in violation of the same.
- b. Rules may be amended by a 2/3 majority vote only after the proposed change has been submitted to the Convention and referred to the Committee on Dispatch of Business and the Committee has made its report. Debate and amendments are allowed.

Rule 6. Rules in Force

At the meetings of the Diocesan Convention, the Rules of Order in force at the preceding meeting of the Convention shall apply until they are amended or repealed.

Rule 7. Robert's Rules of Order Shall Govern

Except when in conflict with the Constitution or Canons of the Episcopal Church or of the Diocese of Olympia, the latest Revised Edition of Robert's Rules of Order shall govern the conduct of business in Convention.

Rule 8. Privilege of the Floor

The Committee on Privilege shall present to Convention the names of those persons, not members of the Convention, to whom the privilege of the floor, without vote, may be given during Convention. Members of Diocesan Committees and Commissions who are not Delegates to Convention, shall have the Privilege of the floor to make reports to the Convention. At any time, by a majority vote of Convention, a guest may have the privilege of the floor without vote.

Rule 9. Committee on Dispatch of Business

89/2/3

- a. This Committee has the responsibility of meeting at least 20 days prior to convention with the Bishop to determine the business to come before the Convention. At the beginning of the Convention, the Committee shall set before the Convention the order of business and, as conditions require the Committee shall make further recommendations as to changes in the order of business.
- b. The Committee for the next Convention shall be appointed by the Bishop no later than 90 days after the adjournment of each annual Convention.

Rule 10. The Limit on Debate

By a 2/3 majority of Convention, the time allowed individual members of Convention for debate and the number of times they may speak on any issue before Convention may be limited.

(The Committee on Dispatch of Business recommends that the Presiding Officer from time to time recommend to individual members of convention that they limit the length of their comments to a specified time (e.g. two minutes) and that the number of speakers on a subject be limited).

Rule 11. Committee of the Whole

- a. Either by order of the Presiding Officer or by a majority vote of Convention, Convention may be constituted as a Committee of the Whole. Any order of business may be considered in this manner.
- b. Robert's Rules of Order concerning conduct of business in Committee of the Whole shall apply.

Rule 12. Precedence of Motions

The following motions have priority in the order listed.

Note: the mover may not interrupt a member who has the floor;

Note: the mover must be recognized, and the motion must be seconded.

The precedence of the motions are further subject to the latest Edition of Robert's Rules of Order.

- 1) To adjourn or recess
- 2) To adjourn to a time certain
- 3) To lay on the table or to table
- 4) To vote immediately or at a time certain, or to extend debate
- 5) To postpone to a time certain
- 6) To submit or resubmit to any committee
- 7) To amend or substitute
- 8) To postpone indefinitely

Rule 13. Nominations

- a. The Report of the Nominating Committee shall be distributed to delegates at least 20 days prior to Convention.
- b. The consent of all nominees made by the Nominating Committee shall have been secured before the nomination is made.
- c. The Committee on Nominations shall make its last report by noon of the second day of Convention. Nominations from the floor may be made for all offices following the report of the Nominating Committee - with the consent of the nominee.
- d. Deputies to General Convention shall be nominated from the floor after all other nominations have been made. This shall be done within the first six (6) hours of Convention.

Rule 14. Budget Requests for New Programs

- a. All budget requests for new programs shall be first submitted to and evaluated by Diocesan Council.

Canon 6, Section 8

The Bishop shall, with the advice and consent of the Council, present the Budget to the Convention for concurrence. The Convention may amend this budget by a two-thirds vote at the Convention. Said Budget shall be balanced on the basis of expected diocesan income at the Assessment rate set pursuant to Canon 8.

Added by Convention 1987:

- b. Any Resolution addressed to the Bishop and Council, or to the Diocesan Convention requesting the expansion or implementation of a program requiring substantial extra commitment of staff or an increase in Diocesan Budget appropriations, must be accompanied by an estimate of the total additional time and cost involved. Further, the resolution shall designate the Program Budget Account from which funds will be taken.

Rule 15. Distribution of Materials

All materials to be distributed to Convention members shall be made available outside the meeting room and shall be distributed within the meeting room only with prior consent of the Secretary. All such materials that are to be considered by Convention shall be submitted to the Secretary for the assignment of a number and copies shall be made available to Convention members only after being numbered.

REPORT TO 1989 CONVENTION
COMMISSION ON PERSONNEL
DIOCESE OF OLYMPIA

89/13/1

The Commission on Personnel was created by, and is responsible to, the Convention of the Diocese of Olympia. The Commission's tasks and scope of activity are described in Canon 23. As detailed as the Canon is, there is always room for adaption to new circumstances and challenges. This year saw the Commission responding flexibly to new challenges, as will be described later. The commission is pleased to report to Convention on its work in seven areas.

- I Compensation Schedule for Diocesan Staff
- II Compensation Schedule for Parochial Clergy
- III Compensation for Bishop and Treasurer
- IV Timing of Annual Recommendations for Compensation Adjustments
- V Parochial Personnel Policy Statements
- VI Merit Pay
- VII Mutual Ministry Review

I Compensation Schedule for Diocesan Staff

Diocesan staff consists of those lay and ordained persons directly employed by the Diocese of Olympia and who work at the Diocesan House or in a facility management position at Huston Center or St. Andrew's House. The Commission recommends that existing salary schedules be adjusted upward five percent (5%) at the midpoint of each grade. The recommended 1990 schedule is attached as Exhibit B.

II Compensation Schedule for Parochial Clergy

Parochial clergy consist of those ordained persons directly employed by the Bishop of Olympia to serve mission congregations, and those ordained persons directly employed by parish congregations. The Commission recommends that existing schedules be adjusted upward five percent (5%) at the midpoint of each grade. The recommended 1990 schedule is attached as Exhibit A.

Note: that the recommendation of the same percentage figure of adjustment for lay and ordained employees of the Diocese as for parochial clergy is consistent with Convention's desire as expressed last year in Resolution PC 1.1.

III Compensation of Bishop Coadjutor and Treasurer

The Commission endorses the salary figure for the Bishop Coadjutor recommended by the Diocesan Council, and recommends its adoption. The Commission recommends that the salary of the Treasurer be increased by five percent (5%), consistent with other recommended increases. The salary of the present Bishop of Olympia is not addressed, as his employment ends 12/31/89.

IV Timing of Annual Recommendations for Salary Schedule Adjustments

It has been previously the practice of the Commission on Personnel to consider adjustments to salary schedules twice each year. The first time was in spring for the guidance of Diocesan Council in their budget planning, and the second time was in November for the guidance of Convention. The possibility of economic events transpiring over the summer to change the two numbers, and the attendant difficulties that posed for budgeting, led the Bishop to appoint an Ad Hoc Committee to review this practice. The appointment of this Ad Hoc group, and its subsequent work within established canonical and traditional structures, is a good example of flexibility and pragmatically addressing current compensation concerns. The Ad Hoc Committee, chaired by Commission member Suzanne G. Brainard, Ph.D., of Trinity Parish, Seattle, reported as follows:

"Following receipt of CPI information published in June, the Personnel Commission will advise the Council not later than July 1 of a single structure adjustment figure for the mandatory salary ranges for both parochial clergy and the Diocesan staff. This figure will be reported to the November Convention for adoption, effective on January 1 of the following year."

The Commission recommends that a single adjustment figure be reported to Council and to Convention beginning calendar year 1990, exactly as described by the Ad Hoc Committee.

V Parochial Personnel Policy Statements for Lay Employees

Last year's Convention adopted a broad-minded resolution which provided that there be (1) "fair and equitable" pay rates and working conditions for lay employees in parishes, missions and diocesan institutions, (2) non-discriminatory employment, and (3) written personnel policies reflecting the first two. The resolution further directed that, (4) the Personnel Commission develop a plan for assisting congregations to reach this goal and specifically directed the Commission to prepare a Model Personnel Handbook, and (5) report to Convention on progress toward this goal.

The commission reports that a model Handbook was circulated to all congregations, albeit slightly after the intended date; that many congregations have submitted draft policies for review; that many more congregations have found difficulty adapting the Model Handbook to their particular circumstance and have requested assistance in producing policy statements. The Commission is currently considering a methodology to assess submitted policies and render aid to congregations that request it.

Despite the fact that many Congregations have not finished their work on personnel policies, the Commission urges congregations to take special and immediate note of the Model Handbooks discussion of practices to be followed to reduce the potential for sexual abuse by church employees of children or developmentally disabled adults. The Model Handbooks recommended practices deal with pre-employment screening and post-employment supervision.

The Commission recommends that Convention extend to March 31, 1990 the time for congregations to submit draft policies.

V Merit Pay

Following the mandate of 1989 Resolution PC 1.5, the Commission studied the addition of merit pay component to the compensation of Diocesan lay employees. The study confirms that meritorious work is being performed everywhere by lay staff, but that present budgetary constraints give little latitude for a separate pool for merit increases. Present pay guideleines give administrative authority to the Bishop to adjust individual salaries as necessary. Accordingly, the Commission does not recommend that a specific merit pay component be added to the existing compensation system.

VII Mutual Ministry Review

Last year's resolution directing that congregations engage in a process of mutual ministry review did not provide a specific follow-up role for the Commission on Personnel. Nonetheless, the Commission remains keenly interested in this process. We prayerfully urge congregations to pursue this process, commending those lay men and women and those members of the clergy who have undertaken to think about and act on the Convention's Resolution and its intent.

For the Commission on Personnel,
Paul S. Faust, Chair

EXHIBIT A

CLERGY SALARY SCALE

<u>Grade</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
A	\$ 42,291	\$ 52,864	\$ 63,437
B	38,443	48,054	57,665
C	34,950	43,688	52,426
D	31,774	39,718	47,662
E	28,888	36,110	43,332

EXHIBIT A Cont'd

Application Policies:

1. If church-owned house is provided, the range is reduced by 20% plus the amount of any utilities provided, either in the form of actual utility costs paid or in allowances provided.
2. Clergy must be paid at least the minimum of the applicable range.
3. Priests with total experience in ordained ministry of ten years or more must be paid at least \$36,000.
4. Priests with five or more years in the same grade or parish must be paid at least 90% of the mid-point of the applicable range.
5. Priests with ten or more years in the same grade or parish must be paid at least 100% of the mid-point of the applicable range.
6. Exceptions to these policies require approval of the Bishop.
7. All employment agreements with clergy must be rewritten or amended to reflect changes in compensation or other provisions and a copy forwarded to the Bishop.

EXHIBIT B

DIOCESAN STAFF SALARY SCALE

<u>Grade</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
16	\$ 51,244	\$ 68,298	\$ 85,373
15	43,740	54,675	65,610
14	37,585	46,981	56,377
13	34,664	40,781	46,898
12	30,160	35,482	40,804
11	26,934	31,687	36,440
10	24,154	28,417	32,680
9	23,010	27,070	31,131
8	21,893	25,756	29,619
7	20,830	24,506	28,182
6	18,785	22,100	25,415
5	17,065	20,077	23,089
4	16,038	18,434	20,830
3	14,833	17,049	19,265
2	14,100	15,667	17,234
1	12,956	14,396	15,836



DIOCESE OF OLYMPIA

The Episcopal Church in Western Washington

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Seattle, WA 98102

(206) 325-4200

JOYCE MCCONNELL
Treasurer, Diocese Of Olympia

89/15

4 April 1989

To: The Bishop and Council
From: Joyce McConnell, Treasurer

Re: 1990 Proposed Budget

Dear Friends:

Attached to this memo is a copy of the computer print-out of the first draft of the proposed 1990 budget. This copy of the budget includes the amendments and additions approved by Council, as recorded in the Minutes of the March 21, 1989 meeting. The only other change is one of format. A few Council members suggested that the inclusion of the "1988 Budget" as well as the "1988 Actual" figures would have been helpful for comparison purposes, so this addition column has been added.

The 1990 Income Projection sheet has also been revised, with an additional explanatory note added. You will note the percentage of increase over 1989 for assessment income (3.22%), and for the budget in total (1.33%), which results in a "hold the line" budget. As of this date, the Parochial Reports and Net Disposable Income Forms for Calculating Assessments have not been received from two parish congregations, so the assessment figures for these two parishes are included at the 1989 level. I am hopeful that there will be some increase from these two churches over their 1989 assessments, but that would not materially increase the percentage totals.

This Draft #1 budget is ready to go out as it now stands, or with any changes that the Bishop and Council may effect at the April meeting.

JMcC *JMcC*

NARRATIVE AND ADDENDUM TO THE PROPOSED BUDGET FOR 1990

Dear Brothers and Sisters in Christ:

Although the Special Convention, the election and the consecration of a Bishop Coadjutor are now part of the history of this diocese, 1989 continues to be a year of transition; and together we look toward next year and the Episcopacy of Bishop Warner.

This transition in leadership was primary in the thinking of the Bishop and Council during the development of the proposed 1990 budget early this spring, so no significant restructuring of the current program or staffing budget format was contemplated. In fact, even though the 1990 budget at \$2,221,541 is the largest in dollar-amount ever to be presented to a Convention of this diocese, with a very limited additional income available for budget increases, it was a challenge to fund those program areas already voted as priorities by the Conventions, and yet at the same time maintain the level of support for other ministries. At the March meeting, the Bishop and Council went through the proposed budget line by line. There were a number of requests for budget increases, but most programs were held at the 1989 levels in order not to eliminate or greatly reduce other programs.

The proposed 1990 budget that was mailed out to Convention delegates and alternates was reviewed and explained at the Spring Convocation meetings by a member of the Diocesan Council. All the reports received back from Conventions were carefully read and considered by the Bishop and Council; there were some insightful comments made and some thoughtful questions asked, but there were no recommendations or requests for changes in the budget as proposed.

The 1990 budget which will now be presented to the Convention in November is identical to that considered by Conventions at the Spring meetings, with the exception of two additional line items. In response to some concerns expressed, the July meeting of Council voted to restore the funding for the Tacoma Lutheran Waterfront Ministry and the Vancouver United Methodist Waterfront Ministry, at the 1989 levels of \$500 each, by reducing the Contingency item by a corresponding total of \$1,000. It should be noted that the Episcopal Maritime Ministry has been awarded a grant of \$8,000 from the Episcopal Charities Appeal. The Ecumenical Ministries in Tacoma and Vancouver, which serve seamen/women of all denominations, do not meet the criteria for a grant from the Episcopal Charities Appeal. The detail of these restorations in funding will be found on the attached sheet, which will form an addendum to the budget worksheets already in the hands of Convention delegates and alternates.

This budget is prayerfully presented to you, dear people of God, in accordance with Section 8 of Canon 6. Through its implementation, this diocese will reach out and seek to address human need and Christian opportunity, in a partnership of lay and ordained in the Body of Christ.

Faithfully,



Robert H. Cochrane
Bishop of Olympia

89/15/2

1990 PROPOSED BUDGET

	1988 BUDGET	1988 ACTUAL	1989 ADMIN BUDGET	1990 PROPOSED BUDGET SUMMARY
OBJ. 1- MINISTRY TO HUMAN NEED				
10000 COMMISSION ON HUMAN NEED	7000	6601.90	7000	7000
10010 COMMISSION ON SOCIAL ACTION	2350	2350.00	2350	2000
10020 COMMISSION ON HUNGER	3000	2837.30	3000	2100
10030 COMMISSION ON AGING	2300	1875.16	2300	1600
10040 COMMISSION ON ALCOHOLISM	4850	4791.22	4850	4100
10050 TOGETHER IN EMPLOYMENT	0	0.00	0	0
10070 DISABLED PERSONS MINISTRY	2000	1657.30	2000	2000
10090 LOW INCOME HOUSING	0		1778	0
S/T DIOCESAN PROGRAMS	21500	20112.88	23278	18800
10060 NORTHWEST HARVEST	500	500.00	0	0
10080 EPIS. SRVC./YCUTH(FAITH HOME)	2400	2400.00	0	0
S/T OTHER PROGRAMS	2900	2900	0	0
TOTAL-OBJECTIVE 1	24400	23012.88	23278	18800

OBJECTIVE 11- DIOCESAN MINISTRIES

20000 CONGREGATIONS

	1988 BUDGET	1988 ACTUAL	1989 ADMIN BUDGET	1990 PROPOSED BUDGET SUMMARY
20100 GRANTS TO MISSIONS	285000	294630.07	265600	216600

20110 EXPERIMENTAL MINISTRIES

20111 PIKE MARKET MINISTRY	21600	21600.00	23500	25000
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20012 GRAYS HARBOR MISSIONER	30000	29933.91	30000	40000
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20120 NEW WORK

20120 NEW WORK	25000	24999.96		
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20121 ST. ANTONY OF EGYPT			25000	25000
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20122 HOLY SPIRIT, BATTLEGROUND			25000	25000
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20123 OVERLAKE MISSION			45000	60130
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20130 ETHNIC WORK

20131 ST. JAMES OF JERUSALEM	10000	9999.97	35000	35000
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20132 HOLY FAMILY OF JESUS	17000	17000.04	52000	52000
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20133 HISPANIC CENTERS	10000	9834.49	10000	10000
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20140 SUPPORT FOR PARISHES

20141 AIDED PARISHES	30000	30000.00	25000	25000
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20142 CONG. VITALIZATION PROG.	12000	12000.00	10000	10000
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20200 REAL ESTATE PURCHASES	25000	24999.96	0	25000
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20300 CONF. EXP./ COMM. RES.	1500	75.11	1000	1000
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20400 CLERGY MOVING EXPENSES	4000	3146.27	6000	6000
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TOTAL: ALL CONGREGATIONS	471100	468219.78	553100	555730
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SPECIAL POPULATIONS

MINISTRY IN HIGHER EDUCATION

21130 UNIVERSITY OF WASHINGTON	9500	9499.92	10250	10250
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21150 EVERGREEN STATE COLLEGE	1000	999.96	1500	1500
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21160 SKAGIT VALLEY COLLEGE	1000	999.96	0	0
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21170 CAMPUS NETWORK PROG. EXP.	500	43.81	750	750
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21180 UPS-PLU-COMM. COLLEGES	500	150.00	1500	1500
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21190	CONFERENCES & DEVELOPMENT	1000	1000.00	1000	1000
21195	NEW MINISTRIES	1500	1000.00	1000	0
	TOTAL: HIGHER EDUCATION	15000	13693.65	16000	15000
21200	SPECIAL POPULATIONS				
21200	WATERFRONT MINISTRY				
21210	SEATTLE EPISCOPAL MAR. MIN.	500	500.00	500	0
21220	TACOMA LUTHERAN WATERFRONT	500	500.00	500	0
21230	VANC. UNITED METHODIST WTRFRNT.	500	500.00	500	0
21240	WATERFRONT MINISTRY- OTHER PORTS	500	0.00	0	0
	TOTAL: WATERFRONT MINISTRY	2000	1500	1500	0
21310	HOSP. CHAP. PROG. & SUPPORT	200	154.04	500	2500
21410	REFUGEE RESETTLEMENT	10000	10000.00	10000	10000
	TOTAL: SPECIAL POPULATION	27200	25347.69	28000	27500
	TOTAL-OBJECTIVE II	498300	493567.47	581100	583230

	1988 BUDGET	1988 ACTUAL	1989 ADMIN BUDGET	1990 PROPOSED BUDGET SUMMARY
OBJECTIVE III- RESOURCES & TRAINING FOR MIN.				
30100 COM. ON YOUTH MINISTRIES	6850	6850.00	6850	7500
30200 COM. ON EDUCATION	8000	8063.18	8000	8000
30300 TRNG. & CONSULT. SRVC.	5000	4968.80	5000	5000
30500 DIOCESAN RESOURCE CENTER	2000	1999.12	2000	2000
30600 COM. ON EVANGELISM 1988 Evang. Funding	900	900.00	900 900	1800
30700 COM. ON LITURGY & MUSIC	2000	1509.24	2000	2000
30800 COM. ON STEWARDSHIP	1500	915.12	1500	1500
30900 PASTORAL MINISTRIES PROG.	2300	2233.65	2300	2300
30950 ED & TRNG AGAINST FAMILY VIOLENCE	1000	1440.60	0	0
TOTAL- OBJECTIVE III	29550	28879.71	29450	30100

	1988 BUDGET	1988 ACTUAL	1989 ADMIN BUDGET	1990 PROPOSED BUDGET SUMMARY
OBJECTIVE IV- MINISTRY OF THE DIOCESE				
40100 COMMISSION ON MINISTRY	1800	1710.92	1800	1800
40200 COM. ON ECUMENICAL RELATIONS	2000	1948.69	2000	2100
40300 WASH. ASSOC. OF CHURCHES	7800	7800.00	7800	8600
40500 CATHEDRAL CHAPTER- TV EUCHARIST	9000	9000.00	9000	9000
40600 CATHEDRAL CHAPTER PROGRAM	1000	999.70	500	500
40700 ANGLICAN MTG. EXPENSE	600	600.00	600	600
40900 EVERGREEN MESSENGER	45000	46544.35	42144	48244
41000 COM. ON COMMUNICATIONS	700	0.00	700	0
41100 EPISCOPAL TRANSITION RESERVE	17000	17000.00	10000	0
41200 STANDING COMMITTEE	650	714.47	800	800
TOTAL- OBJECTIVE IV	85550	86318.13	75344	71644

OBJECTIVE V- MINISTRY OF LEADRESHIP

50100 COM. ON CONVENTION	8000	8000.00	8000	8000
50200 DIO. COUNCIL MTG/MILEAGE EXP	2800	3268.84	2800	3000
50500 NAT'L CHURCH APPORTIONMENT	350000	357999.96	394000	405000
50600 GEN'L CONVENTION ASSES.	21228	21228.00	24307	24989
50700 GEN. CON. DEPUTIES' EXP. RES	3600	3600.00	3600	3600
50800 PROVINCE VIII QUOTA	10836	10836.00	11964	12228
50900 DIR. & OFFICERS LIAB. INS.	3600	3600.00	3600	2250
51000 CONVOCATION COMMUNICATION	0	0	900	900
TOTAL- OBJECTIVE V	408064	408532.80	449171	459967

	1988 BUDGET	1988 ACTUAL	1989 ADMIN BUDGET	1990 PROPOSED BUDGET SUMMARY
OBJECTIVE VI- MINISTRY OF EDUCATION				
60200 CONTINGENCY RESERVE	8561	6403.85	5688	8905
60300 DIO. STAFF TRAVEL & MTG. EXP.	13000	12941.03	13000	13000
60500 DIO. HOUSE PLANT OPERATION				
60510 CUSTODIAN	20245	18586.76	20320	21200
60520 HEATING	6000	6801.56	6000	6300
60530 ELECTRICITY	2520	2510.72	2600	2700
60540 WATER & SEWER	800	627.33	800	775
60550 HOUSEKEEPING SERVICES	1200	1594.58	1200	1200
60560 HOUSEKEEPING SUPPLIES	5000	4905.36	5000	5000
60570 DIO. HOUSE MAINT. & REPAIR	3500	4378.41	3000	3000
60580 DIO. HOUSE PROP. INSURANCE	3656	4499.58	8112	8440
TOTAL: PLANT OPERATION	42921	43904.30	47032	48615
60600 DIOCESAN OFFICE & CENTRAL SERV.				
60610 POSTAGE	15000	14914.17	15000	15750
60620 TELEPHONE	10800	11839.86	10500	10000
60630 MAIL SERVICE CHARGES	1550	1419.66	1400	1450
60640 GEN'L OFFICE SUPPLIES	18000	18031.40	17500	17500
60650 PRINT SHOP SUPPLIES				
60660 DATA/WORD PROC. SUPPLIES				
60670 OFFICE EQUIP. M&R	8800	7643.86	8000	7500
60680 NEW EQUIPMENT	1250	2007.28	810	5000
TOTAL: OFFICE & CENTRAL SERVICES	55400	55856.23	53210	57200
60700 AUDITOR'S FEE: OPERATING ACCOUNT	6600	6325.00	6600	6600
TOTAL- OBJECTIVE VI	124482	125430.41	125530	134320

	1988 BUDGET	1988 ACTUAL	1989 ADMIN BUDGET	1990 PROPOSED BUDGET SUMMARY
OBJECTIVE VII- SERVICES TO CONGREGATIONS				
INSURANCE SERVICES				
70105 LIABILITY INS.- EXCESS UMBRELLA	7740	7800.00	7800	9750
70110 PUBLIC LIAB. PRIMARY COV.	24544	26527.00	30680	38350
70120 BLANKET COMMERCIAL BOND	2420	2412.50	2420	2540
70130 SPECIAL EVENTS INS.	500	0.00	500	0
70140 NON-OWNED AUTO	2500	2323.00	2500	2625
70150 MEDICARE SUPP. INS	30520	27912.24	31514	35400
RETIRED CLERGY & LAY				
TOTAL: INSURANCES	68224	66974.74	75414	88665
70200 COMMISSION/ COMMITTEE TRAV. and MTG. EXP.	7000	5161.20	7000	7000
CONFERENCE & CAMPING CENTERS				
71010 MUSTON CENTER	27000	27000.00	26500	26500
72000 ST. ANDREW'S HOUSE	8000	8000.00	7500	7500
73100 CATHEDRAL CHAPTER- ST. MARK MGR	42130	42129.96	43635	49719
73200 DIOCESAN ARCHIVES- PROGRAM	1200	1219.76	1200	1200
TOTAL- OBJECTIVE VII	153554	150485.66	161249	180584

	1988 BUDGET	1988 ACTUAL	1989 ADMIN BUDGET	1990 PROPOSED BUDGET SUMMARY
OBJECTIVE VIII- STAFFING FOR MINISTRY SALARIES				
MINISTRY TO HUMAN NEED				
81010 HUMAN NEEDS COORD.	13857	13856.88	14411	15132
MINISTRIES TO NON-PAROCHIAL POP.				
82040 HOSPITAL CHAP. COORD.	8304	8304.00	8636	9068
STAFFING FOR MISSIONS				
83010 DIOCESAN ARCHDEACON	43022	43021.92	26100 (7 mos.)	43700
83020 REGIONAL ARCHDEACONS: Contract	9408	9408.00	9785	10273
STAFFING FOR TRAINING & RESOURCES				
84010 YOUTH DIRECTOR	29241	29240.88	30410	31932
84020 EDUCATION DIRECTOR	33690	33690.00	35038	36790
84030 LIBRARIAN(P/T)	9834	17011.34	10227	10739
LIBRARIAN (INS.)	7376		7671	8054
LIB. ASST. (IMS)	0		11691	0
84040 DEAN, SOT (P/T)	14621	14621.12	15206	15966
84050 CLERGY RESIDENCY SUPER. (P/T)	3000	3000.00	3000	0
84060 STEWARDSHIP CONSULTANT	1500	0.00	1500	1500
84070 PASTORAL MINISTRIES COORD.	8304	8304.00	8636	9068
85010 BISHOP OF OLYMPIA	50036	50036.04	52037	80000
MINISTRY OF ADMINISTRATION				
86010 DEPUTY OF ADMINISTRATION	35292	35292.00	36704	38539
86020 TREASURER	43022	43021.92	44743	46980
86030 ASS'T TREASURER	26023	26022.96	27064	28417
86040 OFFICE MANAGER	26023	26022.96	27064	28417
86050 CENTRAL SERV.: OFFICE STAFF	148624	148232.41	146713	154048
86060 ARCHIVIST	2566	2566.24	2669	3169
86070 SUPPORT STAFF CONTINGENCY	10940	10940.12	6212	0

86080	STAFF TRANSITION			12651	
	S/T SALARIES	524683	522592.79	538168	571792
	BISHOP'S ALLOWANCES & EXEC. EXP.	17500	19847.01	17500	9500
	PENSION & TRAVEL ALLOW.- CONTRACT STAFF				
88010	REG. A/D's MILEAGE & MTG. EXP.	3000	3081.29	3000	3000
88020	STEWARDSHIP CONSULT. MILEAGE	250	0.00	250	250
88030	PENSION- REG.A/D's(4)	1270	1270.05	1308	1387
	PENSION & BENEFITS- DIO. STAFF				
89010	CLERGY EMP. PENSION ASSES.	20127	20127.06	17373	22266
89020	LAY EMPLOYEES PENSIONS	38560	38560.00	45843	44846
89030	CLERGY & LAY INSURANCES	42184	42307.56	44922	57764
89040	EMPLRS. SHARE, SOC. SEC.	29529	28847.51	30989	31991
89050	BISHOP COADJUTOR	0	0.00	48000	0
	TOTAL: ALLOW. & FRINGES BEN.	152420	154040.48	209185	171104
	TOTAL- OBJECTIVE VIII	677103	676633.27	747353	742896
	GRAND TOTAL ALL OBJECTIVES	2001003	1992860.33	2192475	2221541

DIOCESE OF OLYMPIA

1990 PROPOSED BUDGET
INCOME PROJECTIONS

	<u>1989 ADMIN</u>	<u>1990 PROPOSED</u>	<u>DIFFERENCE</u>	
Congregational Assessments	\$ 1,906,896	\$ 1,968,240	\$ 61,344	+3.22
Endowment and Other Investment Income	160,500	160,112	(388)	
Budget Surplus (Prior Years)	7,712	39,752	32,040	
Reserve Fund Transfers	30,330		(30,330)	
Earned Income: Administration of Insurance Program	33,646	15,000	(18,646)	
Executive Council Grants:				
Hispanic Ministry	8,000	8,000		
Chinese Ministry	10,000	10,000		
Fire Insurance Claim:				
Librarian Services	25,501	10,000	(15,501)	
1988 Program Funding Forward	9,890		(9,890)	
1989 Program Funding Forward		10,437	10,437	
	<u>\$ 2,192,475</u>	<u>\$ 2,221,541</u>	<u>\$ 29,066</u>	<u>+1.33</u>

Notes:

- The 1990 Assessment Income figure is subject to change pending receipt of further data. It includes figures for two parish congregations, which are estimates only.
- The 1989 Program Funding Forward is the projected amount of the unspent balance of 1989 funding for work in the Overlake Mission which will be available for 1990 operations in the Overlake Mission Field.
- 1989 Earned Income for Administration of Insurance Program includes the balance of the 1988 account.

ADDENDUM TO 1990 PROPOSED BUDGET (Per action of Diocesan Council July 1989)

Please make the following changes to the Budget items on the numbered pages as follows:

OBJECTIVE II DIOCESAN MINISTRIES Page 3

<u>Budget #</u>	<u>Description</u>	<u>Current 1990 Proposed</u>	<u>Change to: New Figure</u>
21220	Tacoma Lutheran Waterfront	-0-	500
21230	Vancouver United Methodist Waterfront	-0-	500
Change:	Total: Waterfront Ministry	-0-	1,000
Change:	Total: Special Populations	27,500	28,500
Change:	Total - Objective II	583,230	584,230

OBJECTIVE VI MINISTRY OF ADMINISTRATION Page 6

<u>Budget #</u>	<u>Description</u>	<u>Current 1990 Proposed</u>	<u>Change to: New Figure</u>
60200	Contingency Reserve	8,905	7,905
Change:	Total - Objective VI	134,320	133,320

NOTE: The Grand Total for the 1990 Proposed Budget remains unchanged.



89/17/1

THE EVALUATION COMMITTEE

Report to 1989 Diocesan Convention

REPORT ON THE SYSTEM OF COMMISSIONS AND COMMITTEES

INTRODUCTION

This report to the 1989 Diocesan Convention is being included in the August delegate packet in order that it may be reviewed by delegates and alternates at the Fall Convocation meetings. The Evaluation Committee has spent the last two years looking at recommendations for improving the effectiveness of the Diocesan Commissions/Committees and their working together within the corporate structure of the Diocese.

We recommend approval of several recommendations included in this report.

We also recommend a one year extension of this study. Due to the amount and complexity of the material gathered, additional evaluation and further recommendations will complete this work.

We would like to thank Mr. Ray Copin and Ms. Shirley Briggs for their support.

Respectfully submitted,

Dot Gailey, Chair

Mrs. June Bird
The Rev. Paul Collins
Mrs. Marie Fuller

Mr. Chuck Miller
The Rev. Norris Pearson
The Rev. William Sell-Lee
The Rev. Steve Wendfeldt

BACKGROUND

In 1987, Diocesan Council requested that the Evaluation Committee review the entire system of Diocesan Commissions/Committees (C/C). The current system of C/C has worked toward fulfilling Diocesan objectives and responding to the needs and opportunities of recent years. However, there is a growing awareness that the large number of groups at work and the variety of ministries involved hinder effective communication and interaction for optimum ministry.

Oversight of the current system of C/C has been complex. Council informed the Committee of its concern over the number, scope, purpose, support, accountability, direction, coordination, and inter-communication among the many groups now in place.

To begin the study, the Evaluation Committee issued a detailed questionnaire to all C/C. The Committee has compiled data from this questionnaire and additional Diocesan resources. This information was used to evaluate the relationships of C/C. The Evaluation Committee has diagrammed these data to show the system as it now exists.

During the first year of study, three areas of concern were identified which have since been addressed by the Diocese:

1. Most chairs of C/C were unacquainted with each other and all continued in essentially independent activity. Consequently, Diocesan Staff again issued invitations to all chairs of C/C to attend a Diocesan gathering on January 25, 1989 for exchange of information and ideas.
2. More organizational and operational information was needed for all members of C/C. In January, 1989 the Diocesan Staff produced an "Information Manual for Commission and Committee Members" which has been made available through the Diocese.
3. Most people in the Diocese were unaware of the goals and ministry of each C/C. This lack of knowledge was addressed by the Diocesan Staff who planned and conducted a Program Convention on April 22, 1989. All C/C were invited to the Cathedral to set up a display and information table describing their purpose and work. Some C/C also conducted short workshops demonstrating their skills and ministry.

Now in the second year of review the information gathered has been studied. We have looked at Council's concerns, at the goals and activities of the C/C, at the time and energy required of participants to be effective, and at whether the purpose and goals of each C/C relate to the Diocesan Vision for Ministry. This study reveals four primary concerns addressed in the following recommendations.

RECOMMENDATIONS**1. PURPOSE/MISSION STATEMENTS**

Diocesan Ministries are determined by Diocesan Constitution and Canons, by the Bishop and Diocesan Council or by Convention. WE RECOMMEND THAT each C/C have a Purpose Statement on file with the Diocese that will:

- .be current and consistent with the Diocesan Vision Statement.
- .be reviewed by the Bishop and Diocesan Council.
- .be reviewed and updated annually by the Commissions/Committees.
- .contain clear and concise goals that are definable, measurable and attainable.

2. UNIFORM REPORTING

To simplify oversight, WE RECOMMEND THAT Bishop and Council should receive a brief, semi-annual "Action Report" from each Commission and Committee that includes:

- .current membership and chair
- .goals set for that year
- .goals attained to date

3. ORGANIZATIONAL GUIDELINES

Commissions/Committees take a variety of forms based on the needs and opportunities for ministry. WE RECOMMEND THAT EACH C/C HAVE ITS OWN SPECIFIC AND CONSISTENTLY USED GUIDELINES FOR EFFICIENT OPERATION. (The existing "Information Manual for Commission and Committee Members" is helpful on this subject.)

Guidelines should include:

- .Membership - elected or appointed, length of term to be served
- .Leadership- how determined, length of term to be served
- .Liaison- to Diocesan Staff
- .Accountability- to whom and how measured
- .Geographical representation within the Diocese
- .Lifespan- periodic or continuous
- .Sunset clause- determination that this C/C is a necessary ongoing part of the Diocesan Structure.

4. PROGRAM BUDGET

Because the large number of C/C and current methods of reporting do not provide for adequate review and feedback to the Bishop and Council, WE RECOMMEND a rotational review of all C/C by Bishop and Council to bring a manageable number of them to the attention of the Bishop and Council each year. This will insure:

- .affirmation of the work being done
- .effecting creative change as required
- .re-evaluation of priorities and emphases in program
- .accurate budgeting based on reported ministry needs

A DEFINITION: What is 'Lay Ministry?'

Ministry is the enactment of Christian faith in daily life. Ministry is common to all Christians, new and old, clergy and lay, by virtue of our baptism. Its place is everywhere, its time is moments, occasionally we expect them, but usually they surprise us. Ministry happens in circumstances we may not have chosen whenever we are called to manifest faith in act, presence and sometimes words. Those whose work place is the church and those whose work place in the world share one equal, undivided ministry, distinguishable in form, function, and special gifts, indistinguishable in quality, aim and intention.

The SITUATION: Why a committee on laity?

The Commission on Ministry in February of 1988, responding to the Task Force on Ministry Report (1985), established a Committee on Laity, for an 18 month period. The task was to recommend whether and how such a Committee might function to support and encourage the ministry of the laity. It was expected that the committee would be in conversation with the Bishop Coadjutor,

The original membership of the committee was twelve including one member of the Commission on Ministry to provide liaison communication. Currently, the Committee is composed of eight members. They are: Stan Bechtol, special education teacher, member of the COM, member of St. Phillip's, Marysville; Trevor Bryant, dentist, member of St. James', Kent; Margaret Burt, Group Health Home Health Care Nurse, member Bishop's Commission on Education, member Trinity, Seattle; Tina Butt, Middle School Principal, Issaquah, Faculty DSOT; John Campbell, University of Washington Professor, member of St. Mark's Cathedral; The Rev. Rick Matters, Priest, Trinity, Everett, member, Bishop's Commission on Youth Ministry; The Rev. Patricia Taylor, Deacon, Trinity, Seattle, member Archdeacon Search Committee; Betsy Greenman, Diocesan staff resource to the committee.

The REPORT What next?

It is important to have a group within the Diocese to be a prophetic voice to celebrate, advocate and educate for the ministry of all believers. The Committee intends to be ongoing. No budget claims are envisioned at this time for the support of the committee. The Committee intends to avoid heavy institutionalization and program coordination.

The committee intends to be prayerfully open to God's Spirit; to be a resource of ideas; to communicate; in a variety of methods, with the people of the Diocese of Olympia to help us all to NAME, NURTURE, CELEBRATE, EDUCATION AND ADVOCATE for Christ's ministry to be carried out in our lives. A primary goal is to discern, act on and share the ability to bear Christ INTO THE WORLD.

PC 3.0 PERSONNEL POLICY STANDARDS

PC 3.1

Be it Resolved: That it be the policy of the Diocese of Olympia that there be fair and equitable schedules of compensation, benefits and working conditions for all lay employees in parishes, missions and diocesan institutions.

Be it Further Resolved: That the Diocese of Olympia affirm a policy of equal opportunity regardless of race, color, national origin, sex, age, marital status, disability, or status as a disabled veteran or a Vietnam era veteran, and

Be it Further Resolved: That each parish, mission and diocesan institution adopt written personnel policies that reflect fair and equitable personnel practices, compensation and benefits for lay employees, and

CORRECTION IN THIS PARAGRAPH FROM 1988 REPORT

Be it Further Resolved: That the 1988 Diocesan Convention direct the Personnel Commission to develop a plan for aiding congregations in establishing and implementing personnel policies and equitable schedules of compensation and benefits and publish by March 31, 1989 a model handbook of personnel practices, policies, and benefit guidelines for use by parishes, missions and diocesan institutions, and

Be it Further Resolved: That the parishes and missions submit draft personnel policies and procedure statements to the diocesan Personnel Commission by 1 October 1989 for review and comment and that the Personnel Commission report the status of statement development to the Bishop and the 1989 Convention.

BISHOP'S CROSSES RECIPIENTS

LEWIS AND DORIS HAGELAND

Our first Bishop's Crosses tonight go to a wonderful married couple who have been active members of their congregation for over twenty years.

True servants of God, they are always open to the needs of the Church and community, sometimes as a team and sometimes separately.

She has served the Churchwomen of her congregation for many years in the offices of Secretary, Vice President and President. She has also served as United Thank Offering chairman. She is especially loved by the children of the congregation for whom she developed a short worship service which she led for seven years at the beginning of Church School. She introduced many children to the joys of song, prayer, scripture, and the love of the Lord.

He has served six terms on the Bishop's Committee, including terms as both Senior and Junior Wardens. He has been the Acolyte Advisor and in this capacity has helped many young people to understand and participate in the Church's worship. His love of young people is also shown by his organization of a Church Boy Scout troop and serving it for years. His do-it-yourself skills have been used to make many physical improvements in the church buildings.

Often he and she work as a team. They have served three terms as delegates to Diocesan Convention. They have together organized countless rummage sales, pancake suppers, and potluck suppers. Ten years ago they started a weekly Study in Faith group in their home which continues as a Bible study group to this day. Both are active in Cursillo and most recently he has been a member of the team doing Kairos ministry to the Monroe Reformatory.

They are quiet, caring and loving people who are looked to by all their fellow parishioners as models of what it means to be a Christian.

It is a joy to present the Bishop's Cross to Doris and Lewis Hageland of St. Columba's, Des Moines, November 1989.

EARL PAYNE

For more than forty years this gentleman -- and he is a gentle man -- has been a strong support to his parish in all of its many ministries. From its days as a struggling mission congregation, through the confusion and concerns of a disastrous fire and the construction of a new church building and its eventual attainment of parish status, he has been there, always faithful.

Several times a member of the Bishop's Committee and later of the Vestry, sometime Lay Reader, sometime Senior Warden, he has through the years served his parish in every area of its common life, giving wholeheartedly of his service, his talent and his wisdom. No task for him is too trivial; no challenge too

Earl Payne cont'd.

great. Often he acts as a volunteer in the office. Sometimes he assumes custodial duties when the sexton is on vacation.

His skill at decorating is widely used and much appreciated, both in the church for Christmas and Easter, and for some memorable parish parties. His behind-the-scenes ministry to people in need in the parish and to strangers is well known.

An active Cursillista, he has been Rector of a Cursillo, served on the Diocesan Cursillo Secretariat, and been a member of the Cursillo care team several times, including two Outreach Cursillos in Canada.

His involvement in Cursillo naturally led to his participation in the Kairos Prison Ministry. He is now Chairman of our Washington Kairos Board and a member of the national board.

Most recently he served on the Committee for the Consecration of Bishop Warner and he presently is a member of the Huston Center Board.

He and his beloved wife are known and loved by many of us in the diocese, and I am delighted to award the Bishop's Cross to EARL PAYNE of St. John's, Kirkland, November 1989.

JOHN HISS

The next Bishop's Cross goes to a man who has faithfully served his church and his community for a long time.

He served numerous times on the Bishop's Committee when the congregation was a mission and then more terms as a Vestryman when it became a parish. At various times he also served as Senior Warden, Junior Warden, Parish Treasurer, Every Member Canvass Chairman, and Search Committee member.

A licensed Lay Reader and Lay Eucharistic Minister, he has diligently and sensitively carried out these ministries on the average of two or three Sundays a month for many years.

Not one to live in the past, he played an active and supportive role at several key points of change in the life of the congregation. These include the acquisition of a nearby building for a parish hall; the sharing of all parish facilities with their Roman Catholic and Lutheran brothers and sisters; the modification of the chancel and the installation of a free-standing altar; and the transition from mission to parish status.

In the life of the small community in which he lives he was one of a small group of men who worked persistently to secure a low-cost senior housing project. He is also one of the organizing members of the Senior Citizens Council and serves as its treasurer. He is a past commodore of the Yacht Club and past treasurer of the local Power Squadron.

He has been married to his beloved wife for more than fifty years and they have two daughters and five grandchildren.

To a man who loves his Lord, his family, and his community, I am honored to give the Bishop's Cross to JOHN K. HISS of Emmanuel, Orcas Island, November 1989.

EUGENE "GENE" ANDREWS

Because of his particular employment position, this gentleman, over the past twenty-eight years, has served the Lord in no fewer than seven different congregations of this diocese, all the way from Bellingham to Federal Way, and lots of places in between.

In every one of those congregations he has held positions of leadership. In each place he has been a member of the Vestry or Bishop's Committee and a Lay Reader. In three of those places he has served as Junior or Senior Warden, or both, and in two places he has been a Church School teacher and superintendent.

In his present congregation, where he has been for three years, he has served on the Search Committee which helped to call a fine new Rector. He is also a member of the Vestry and chairman of his parish's Pastoral Care Committee and Evangelism Committee. In addition to his many parochial duties, he has also found the time to make his Cursillo and to attend a diocesan sponsored Leadership Skills Institute.

This active Christian does not confine his service and commitment just to the Church. He has been actively involved in the life of every community in which he has lived. That involvement includes high leadership in the Rotary Club, the Kiwanis Club, and the Lions Club. He has been a board member and officer of at least two Chambers of Commerce. The United Way in three different counties of this state have benefited from his leadership. He has also served as a Port Commissioner, Scoutmaster, and basketball coach.

In the large company for which he works, he has held many positions and he is currently a Vice President.

He has been married to his wife for thirty-eight years and they have four grown children.

A tireless worker for the Lord in the Church and in the world, it is my privilege to award the Bishop's Cross to EUGENE ANDREWS of St. Michael and All Angels, Issaquah; but also in time past -- of: Good Shepherd, Federal Way, St. Augustine's, Freeland, Christ Church, Anacortes, Resurrection, Bellevue, St. Paul's, Bellingham, and St. Stephen's, Oak Harbor, Nov. 1989.

HERBERT AND ALICE NELSON

This next married couple have been faithful and active members of their congregation for over thirty-five years.

She has been the leader in the parish's Church School program and almost single-handedly has seen to its continuance. Also, she has served several terms on the Vestry and as a delegate to our Diocesan Convention. The informative parish newsletter has been written and published by her for the past ten years.

Her involvement in the activity of the women of the Church includes several terms as President of her parish ECW and her current membership on the Board of our Diocesan Episcopal Churchwomen. Six years ago I appointed her Directress of the work of the National Church Periodical Club in this diocese. In that capacity she has attended two Triennial Meetings of the

Herbert and Alice Nelson cont'd.

National ECW and several Synod Meetings of the Province of the Pacific. Through her efforts many more people of our diocese have become aware of the work of the Church Periodical Club and many others have benefited from its gifts.

He, too, has served many terms on the Vestry and as a delegate to the Diocesan Convention. For fifteen years he was the parish treasurer and for the past ten years he has served his parish as Lay Reader, Lay Eucharistic Minister and usher.

Always a very strong supporter of the Episcopal Maritime Ministry, he is presently serving that Ministry as Treasurer and Board member.

He is a very calm and practical person and his quiet faith and assurance in the Lord are a source of comfort and strength to all who know him.

For their loving and faithful service to parish and diocese, I am happy to present the Bishop's Cross to

HERBERT AND ALICE NELSON of
St. Clement's, Seattle

November 1989

JANE CLEMMONS

This lady is one of those rare people in our Church -- a lifelong Episcopalian! She has been actively involved in her present parish for almost twenty-five years and she has served there in a number of capacities.

She has been a member of the choir, a Church School teacher, a member of the counselling ministry. She has also held positions of leadership in the Episcopal Churchwomen and served several terms as directress of the Altar Guild. She has been the coordinator of all adult education for the parish.

She is best known by the diocese for her extensive service beyond her parish church. She has served for two terms as President of her Convocation. She has gone through all the phases of the Leadership Skills Institute and is now a member of our Diocesan Training and Consultation Services (TACS). In that capacity she has functioned as consultant to congregations in search. She saw two terms of service on the Bishop's Commission on Education and has been its chairman. She is a member of the Executive Committee of BACAM - the Bishop's Advisory Committee on Admission to the Ministry which advises the bishop about applicants and a board member of our Diocesan School of Theology. Elected by Convention to our Diocesan Council several years ago, she now fills the very important position of its Executive Vice President.

No words could better describe her than those of her Rector, who writes:

"She is a deeply committed Christian who serves our Lord and His Church by actively involving herself and offering the many gifts she has been given...A person of hope, she is a source of encouragement and inspiration to the people around her. Her obvious love of the Lord and the Church, her ready smile, and her

Jane Clemmons contd.

willingness to serve, mark her as an intentional minister of the Gospel of Jesus Christ."

I am proud to award the Bishop's Cross to my colleague and friend, JANE CLEMMONS of Resurrection, Bellevue, November 1989.

JAMES TOMKINS

This next recipient of the Bishop's Cross is one who embodies our commitment as Christians to be ministers in the Church and in the world.

In the part of the diocese in which he lives, he has been an outstanding leader in the support of mission extension and growth. His work as a licensed Lay Reader, with an additional license to preach, has provided viable ministry to several small congregations when clergy were not available. He has been an enthusiastic member of his area's Mission Development Committee and he worked hard for the establishment of a new congregation there.

Using his experience and learnings as a three year student at the Diocesan School of Theology and the several continuing education experiences he has had at our Church seminary in Berkeley, California, he has taught or co-taught his congregation's Inquirers Class for many years.

His experience as a member of his area's Hospitals Board helped to make him an effective hospital visitor. Several years ago when he retired from his secular position, he became his congregation's first lay hospital visitor. In that capacity, he followed parishioners and friends to hospitals all over the area. So faithful and effective was the care he offered that several persons who had long been inactive when hospitalized were restored to the fellowship of the Church. So effective was his ministry that when he needed to slow down for health reasons, it took three persons to do what he had been doing.

His record of service in the congregation additionally includes: Lay Reader, Lay Eucharistic Minister, and Convention delegate. His service in the community involves board membership on several agencies and councils for the aging as well as a convalescent center and hospitals foundation.

I am delighted to give the Bishop's Cross to JAMES TOMKINS of Good Shepherd, Vancouver, November 1989.

PETER SCHWINDT

There are times when we need to honor our senior citizens in the Church, not just because of the many years of life they have managed to accumulate, but because of the energy and spirit they still have for the Lord and His Church despite those advanced years.

Such a person is our next Bishop's Cross recipient. He is 85 years young and has served his present parish for the past 22 of those 85 years.

Peter Schwindt cont'd.

Hardly an area of the parish's life has failed to see his active involvement. He has been a Greeter, and Usher, a member of the Men's Fellowship, a Parish Visitor to the aged and infirm. For years he has chaired the Pancake Suppers. He has always provided support for numerous Church Women projects.

The one thing, however, for which he is best known is his care for the gardens and flowers around the church. No one can count the years that he has almost single-handedly tended to the beauty and maintenance of the church grounds. He does all aspects of gardening care, spending at least three or four days each week in this ministry of caring for God's creation. For the joy and benefit of others he gives away many of the extra flowers, bulbs, and plants grown in the parish garden. At his own expense he completely rebuilt the automatic sprinkling system.

During the recent rebuilding and renovation of the church, no one put in more time than he. Whether doing carpentry, painting, or just sweeping floors, he outworked everyone a quarter his age.

Prior to the death of his beloved wife two years ago, he and she were a team ministry looked to by all as a model of Christian marriage in Christ. Together they gave the sound system in the new church so that all might hear clearly the preaching and reading of the Word.

He is truly a humble and gentle man who takes no credit for his service to God's Church. For him it is a privilege. For me it is a privilege to honor him with the Bishop's Cross. He is PETER SCHWINDT of St. Paul's, Bremerton, November 1989.

RALPH AND LAVONNE BEEDE

One night a year ago a Bishop's Committee member was on her way home and passing the church, she saw the doors wide open and people she didn't know going in and out. Stopping to investigate, she found that they were Episcopal young people from Texas, California, and Alaska who, complete with sleeping bags, were camping out at the church. She guessed correctly that the next couple to receive the Bishop's Cross were at it again.

When Nancy Wolfe, our Diocesan Youth Director, needed to find a place for three youth groups passing through on their way to a Provincial Youth Rally, she called this couple to ask them to host the groups at their church. They arranged for them to stay at the church, then got up at 4:30 the next morning to fix breakfast for them. And they've been doing that sort of thing ever since.

Many people are active with youth when their own children are young but now, even though their own children are grown, they continue to support and assist the Diocesan Youth programs, conferences, and retreats. They have also participated in work parties at Camp Huston and the Faith Alive Youth programs sponsored by several churches.

Ralph and Lavonne Beede cont'd.

In addition to their youth work, he has been a Bishop's Committee member and Senior Warden. He's the first to show up for church work parties. He has also served as a delegate to Convention.

She is busy in other areas of the congregation's life as a choir member and Lay Eucharistic Minister.

Both have served for at least eighteen years as tellers at Diocesan Convention and many of the clergy would be very disappointed if she was not there collecting clergy ballots.

For all their work and their sacrificial gift of time, I am pleased to give the Bishop's Cross to RALPH AND LAVONNE BEEDE of All Saints,' Seattle, November 1989.

LESLIE METZGER

This next Bishop's Cross recipient has the endorsement of his entire parish.

He has served the Church in Western Washington for many years. Prior to coming to his present parish, he was active in another large parish and he and his entire family were heavily involved in helping to found that parish's parochial mission and in the construction of its building.

He came to the city where he presently lives to become the Vice Principal, and later the Principal of a local high school. Once again, he and his family became deeply involved in the life of the parish church there. He has been a member of the Vestry and served as Senior Warden.

Truly, this gentleman is blessed with the "Midas Touch" in fund-raising matters. While Senior Warden he spearheaded the financial drive which made possible the construction of a beautiful new parish hall and office complex for the church. Later on, he headed the financial drive to help start one of the residential homes for troubled teenage girls operated by Episcopal Services for Youth. Most recently, he has served with distinction as a member of the board of our diocesan Episcopal Charities Appeal.

His fund-raising talents are not confined to the church, however. He has given endless hours of time and energy to community projects as well. He has been active in a service club and he helped found a Boys' Ranch for homeless boys. For the Salvation Army he headed up a highly successful fund-raising effort to build a new facility for the homeless in his city.

A warm and friendly man who cares deeply about the Church and the world, he has served as a delegate to this Convention and presently is on his parish's Outreach Committee. He is a devoted husband and a most loving father and grandfather. It is a joy for me to present the Bishop's Cross to LESLIE M. METZGER of St. John's, Olympia, November 1989.

De WITT WILLIAMS

This man was born and raised in the corn country of the Middle West where his family lived right next door to William Allen White, one of America's best known editors and publishers.

While still in high school he came West to our area where his father was a professor at what is now known as Western Washington University.

After high school he went to the University of Washington and later to its Law School where he was an honor student. He has been honored nationally as the outstanding senior member of Delta Tau Delta fraternity.

During his undergraduate years at the UW he went on a blind date with a student from the Annie Wright Seminary in Tacoma. This young lady later became his wife and being the good Episcopalian that she was, converted the young Presbyterian law student to the Episcopal Church.

He and his wife became active members of one of our large city parishes where he twice served as Senior Warden and where he continues to be active. He has also been active in the Arthritis Foundation and has served as chairman of a local chapter.

He is an outstanding attorney and is senior partner in his prestigious law firm. He has held almost every known position in the State Bar Association and many in the National Bar Association.

In 1979 he was appointed Chancellor of the Diocese of Olympia and for the past ten years has served diligently and with distinction in that office. On countless occasions he has given wise counsel to the Bishop, the Treasurer, and the Board of Directors. He and the other members of his law firm have spent countless hours researching the legal statutes and the church's canon laws to insure that at all times the Diocese and its leadership were acting properly in all matters concerning the law. He has advised individual congregations and helped missions draw up their articles of incorporation to become parishes. And all of this has been a gift to the Diocese.

And so with much thanks for what he has done for all of us, I happily award the Bishop's Cross to DeWITT WILLIAMS of St. Stephen's, Seattle, November 1989.

WALTER HANSEN

A life-long Episcopalian, this man has been a faithful member of his parish for twenty-eight years. In the early years he helped fell trees and clear the land for the construction site of the church building. He also helped finish and paint the inside of the church. Subsequently, he chaired the building committee for the education building and office complex.

He has served numerous terms as a member of the Bishop's Committee when the parish was still a mission, as well as one term as Bishop's Warden and two as clerk. For more than twenty-five years he has been a leader in parish stewardship. Ten years ago he served on the Rector Search Committee and over the years he has been on other parish committees, including: the worship

Walter Hansen cont'd.

committee, long-range planning committee, and the finance committee.

For over twenty years he has regularly and faithfully arrived early on Sunday mornings to open the church buildings, to usher, and to greet visitors and newcomers. A lector in his parish for ten years, he carefully prepared for this ministry and gave it up only when recent throat surgery made it difficult for him to read with clarity.

At the diocesan level, he has been a delegate or alternate to this Convention twenty-four out of the last twenty-seven years. He also served on the Diocesan Program and Budget Committee, representing his Convocation, as well as on the Committee for the Admission of New Parishes and Missions to Convention.

A man of deep Christian convictions and absolute integrity, he is one of the "quiet ones" whose deep and abiding faith in our Lord shows forth in consistent and persevering service to God's People. He gives stability and support to his Church by working behind the scenes to further the mission of Christ in the world.

This humble and caring man is truly a servant of God and I am honored to present the Bishop Cross to WALTER HANSEN of Resurrection, Bellevue, November 1989

TOM HUNTLEY

Our next recipient is a man whom God blessed with a wonderful sense of humor and a quick, but kindly, wit which makes it a delight to work with him. Although he is officially retired, his days are filled with his volunteer work for his parish, for the diocese, and for the community.

In his parish he has served on the Vestry and as a Lector, but on many mornings you will find him in the parish office doing such things as keeping the parish mailing list up to date, working on the records, and helping out in anyway he could.

In the diocese he has served on the Board of Episcopal Retirement Homes and as a member of the Cathedral Chapter. But the ministry which gives him the most satisfaction is that which he shares with his wife in services for the blind of his community. A number of years ago he and his wife began to put in several hours a week at the library, reading textbooks on tapes for undergraduates. They soon found that they could avoid the loss of travel time by borrowing a reel-to-reel recorder and reading the textbooks at home. This they did for two or more hours a day, five days a week. They worked in partnership: he reading and she monitoring to pick up any errors. Later, they modified this pattern by working four days at home and the other day at the library checking the returned tapes for re-issue to blind patrons who use the talking book service.

Assisting his wife, who taught herself how to read braille and who learned to transcribe print to braille and now transcribe at home four or five hours a day, he continues reading on tape for the library. He also tapes a half-hour program called

Tom Huntley cont'd.

"Reflections" with which the library closes its regular Sunday closed circuit broadcast.

Readers of the Evergreen Messenger know him as the witty writer of the "Chapter Chatter" column. Sunday School children and senior citizen groups know him as the guide who conducts informative tours of our cathedral.

It is my great delight to award the Bishop's Cross to the urbane, unflappable, and faithful Verger of St. Mark's Cathedral TOM HUNTLEY, St. Mark's Cathedral, November 1989.

BETSY GREENMAN

There is no way I can disguise until the end of this citation tonight's final Bishop's Cross recipient.

Born and raised in Vermont, she was a "P.K." -- "Preacher's Kid" and later was, for a time, a preacher's wife. She, herself, is thoroughly grounded in theology, having attended the Master of Divinity program at Yale Divinity School and then receiving a Master's in Religious Education from Union Theoloical Seminary in New York.

After establishing a successful Episcopal Day School in California and doing some ecumenical work with the Harvard Divinity School, she began her serious diocesan ministry in an East Coast diocese as part-time secretary to the bihop. Totally overqualified for this position, she soon became Diocesan Director of Program and Education.

In 1980, after a nation-wide search for a new Director of Education and Training for the Diocese of Olympia, this bishop had the uncommon good sense to hire her for this position. The rest, as they say, is history!

Her list of accomplishments in this diocese alone would fill three pages and there is not a single congregation which has not been the beneficiary, directly or indirectly, of her incredible gifts and talents. Last year alone she made a total of 81 on site visits to 32 congregations to assist in parish search processes, education consultations, and Vestry retreats. Additionally, she had 28 consultations in her office with people from 24 congregations. She is the facilitator and coordinator for no fewer than 20 diocesan committees and commissions, including the Bishop's Commission on Education, Training and Consultation Services, Diocesan Council, the Standing Committee, the annual Wardens' Conference, and Cathedral Day.

Beyond our diocese she has provided consultant services to four other West Coast dioceses and the Church Divinity School of the Pacific. On numerous occasions the National Church has called upon her to facilitate conferences and workshops.

She is a beloved friend and confidant to her co-workers at the Diocesan House, including both bishops. Her personality is effervescent and her sense of humor is contagious. She is a genius at organizing parties and at composing parodies in song to fit every occasion. She is never too busy to listen and care.

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Betsy Greenman cont'd.

She has raised two fine sons for whom she always has time and who are extremely proud of their mother. There are many here tonight who could add their own words of love and praise for this wonderful lady who loves her Lord so much and serves His Church so well.

So, on behalf of the entire diocese and its very grateful bishop, I am proud to award my final Bishop's Cross to BETSY GREENMAN of The Diocesan Staff and St. Mark's Cathedral, Nov '89.

SHARON MONKS

If anyone ever wanted to meet a person who exemplifies true Christian humility, this next Bishop's Cross recipient would be that person.

She is a person deeply in love with her Lord and intensely loyal to His Church. Like Him, she is constantly reaching out to others in loving concern. Like Him, she is constantly affirming the ministry of others and rejoicing in their accomplishments. Seldom, if ever, does she ever take any credit for herself.

Her faith and devotion translate beautifully into action. In her parish church she has been extremely active in the work of the Episcopal Churchwomen. She is also active in a prayer group and for a number of years has been a member of a parish Bible study.

She is a woman who delights in the faith and diversity of the Episcopal Church. She loves to be involved with people in congregations other than her own and with other people around the Church. She had her opportunity to do this by serving quietly and effectively for the past three years as President of the Episcopal Churchwomen of our diocese and as a delegate to the Triennial Meeting of the Women of the Church in Detroit.

Not too well known to many people is her artistic talent. For the past five years she has done the calligraphy for the large ordination certificate for each and every deacon and priest ordination in this diocese.

Most recently, she was co-hostess and organizer of the wonderful reception in the Seattle Center Exhibition Hall following Bishop Warner's consecration.

Her friends describe her as an "incredible woman" and her Rector says of her, "She's a cheerleader, an enthusiastic supporter of just about anyone who approaches her and, in her own quiet way, she loves people into becoming better children of God."

It is a special privilege for me to award the Bishop's Cross to one who worked closely with me these past three years of her presidency, SHARON MONKS of St. Margaret's, Bellevue, November 1989

JO PHILLIPS

This lady is described by her Rector as an "unsung Martha" whose labors on behalf of her parish are incredible.

She generates virtually all of the funds received by the Altar Guild for its work and ministry. Through her garden she provides the bulk of the flowers and greenery for the Altar, not to mention the flowers for weddings and other special occasions. She is also responsible for much of the repair work on altar linens and has made altar linens. Her talents as a seamstress have been utilized by the Liturgical Arts Commission.

Every parish group attempting to raise money has benefited from her skill as a baker, where she has provided bread, rolls, and specialty items. Her gifts and talents have been shared with members of the congregation during times of their illness or bereavement by the providing of flowers or bread and a hot meal.

In the community beyond her parish, she constantly provides fresh fruit and vegetables to the local Multiservice Center and the various food banks. She is also an active member of FISH and provides transportation for the elderly, the needy and disadvantaged, taking them to food banks, clinics, and shopping.

Because of her skill as a master gardener, she is often asked to go to various places to give demonstrations of flower arranging. Some of these places are senior centers where she always leaves her beautiful arrangement to brighten the lives of "shut-ins."

She is a person you can set your clock by, says the Rector. Steady and consistent, she sees a need and fills in the blanks. She continues to grow in Christ and without fanfare lives the Good News by acting out love for all her sisters and brothers.

It is an honor to present the Bishop's Cross to JO PHILLIPS of Church of the Redeemer, Kenmore, November 1989.

FATHER JOHN SCHAEFFER

It is not often that a Bishop's Cross is awarded to a priest of the diocese, but tonight I want to honor one of our clergy in this way and in so doing, I honor all the clergy of our diocese.

This priest has served this diocese faithfully and well for more than thirty-five years, thirty of which have been in his present parish and community where he is much loved and highly respected.

In the early years after his ordination by Bishop Bayne, he served as Curate of Christ Church, Tacoma, then Priest-in-charge of St. Stephen's, Oak Harbor, and St. Augustine's, Freeland. for a brief time. This was followed for a couple of years by service as Vicar of Christ Church, Anacortes.

He came to his present parish thirty years ago as the calm decade of the fifties was ending and the tumultuous decades of the sixties, seventies, and eighties were about to begin, bringing with them drastic changes in the life of the world and the Church. Through all those years of turmoil he provided for his people firm leadership and a clear vision of the Christian faith.

John Schaeffer cont'd.

During those years he was not content simply to be a kind of private chaplain to his own flock. Instead, he was actively involved in the life of the diocese at the same time he was ministering to his people.

For two years he served as Diocesan Youth Director. He has been chairman of the Bishop's Commission on Education. He has been President of his Convocation. For almost ten years he served as Dean of our Diocesan School of Theology. During all those years he even found time to help his parish establish a mission congregation in South King County more than 25 years ago. He also served on the staff of the Church's General Convention several years ago.

In addition to his guiding hand holding his parish together and moving them forward through these years of change, he has taken time to reach out to his community. He was a founder of his community's Youth Services agency as well as its drug intervention program. He has been President of his Rotary Club and a District Governor of Rotary International.

An excellent teacher and preacher, a dedicated pastor and servant, I'm happy to give the Bishop's Cross to our new Secretary of Convention, FATHER JOHN SCHAEFFER of St. Luke's, Renton, November 1989

CONSTITUTION OF THE DIOCESE OF OLYMPIA
OF THE PROTESTANT EPISCOPAL CHURCH IN THE
UNITED STATES OF AMERICA
November, 1989

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Revised by Convention 1989

CONSTITUTION
ARTICLES I, II, III

Name and Jurisdiction

The Church in that portion of the State of Washington lying west of the summit of the Cascade range of mountains and including the Counties of Whatcom, Skagit, San Juan, Island, Clallam, Jefferson, Snohomish, King, Kitsap, Grays Harbor, Mason, Thurston, Pierce, Pacific, Lewis, Wahkiakum, Cowlitz, Clark and Skamania shall be known by the name and description of the "Diocese of Olympia, of the Protestant Episcopal Church in the United States of America", hereinafter referred to as. "The Diocese of Olympia", or "The Diocese".

ARTICLE II

Acceding to the Constitution of the General Convention

The Church in the Diocese of Olympia accedes to the Constitution of that branch of the Holy Catholic Church known as the Protestant Episcopal Church in the United States of America, and recognizes the authority of the General Convention of the same.

ARTICLE III

The Authority of the Diocese

The authority of this Diocese is vested in and exercised by its Bishop, and Bishop Coadjutor (if there be one), its Convention and the Standing Committee.

ARTICLE IV

The Bishop

The Bishop is the Ecclesiastical Authority of this Diocese. He is the Chief Pastor and may officiate in the offices of the Church in any Parish or Mission, or elsewhere in this Diocese. He is the Ordinary of all religious or benevolent organizations of the Church within the Diocese, and as such may attend or preside at any of their meetings, having appellate jurisdiction. All controversies between the Rectors of two or more Parishes; or between Parish or Vestry and Rector; shall be referred to the Ecclesiastical Authority for determination.

ARTICLE V

The Cathedral

Section 1. St. Mark's Church of Seattle is hereby designated and declared to be the Cathedral Church of this Diocese, and the official seat of the Bishop of the same.

Section 2. The Constitution of the Cathedral shall be that approved by the Convention of the Diocese.

ARTICLE VI
The Convention of the Diocese

Section 1. There shall be held an annual meeting of the Convention of the Church in this Diocese. In order that proper notice be given, the time and place shall be fixed by the Bishop no less than 120 days before the convening of said Convention.

Section 2. Special meetings of the Convention may be called by the Bishop. The time, place, and purpose of such meeting shall be designated, and no business shall be transacted other than that stated in the call except by unanimous consent of the Convention.

Section 3. Ninety days notice shall be given of every annual meeting of the Convention and thirty days notice shall be given of a special meeting of the Convention, by the Secretary of the Convention, except as provided for in Article XIX. The mode of notice shall be a circular addressed to all members of the clergy who are canonically resident and to the clerk of every Parish and Mission in this Diocese.

Section 4. Every meeting of the Convention shall be opened as the Bishop may direct.

ARTICLE VII
Members of Convention

Section 1. The Convention shall be composed of clergy and lay-members.

Section 2. The Bishop, and the Bishop Coadjutor or the Bishop Suffragan (if there be one), shall have a seat and a vote in the Convention.

Section 3. Every member of the clergy who is canonically resident within this Diocese when the Convention meets shall be entitled to a seat and to a vote.

CONSTITUTION
ARTICLES VII, VIII

ARTICLE VII

Section 4. The lay members of Convention shall consist of:

- (a) Lay delegates elected from each Parish and Mission in union with the Convention, who shall be in equal numbers men and women, and shall be communicants in the Parish or Mission they represent;
- (b) Lay members of the Diocesan Council during their terms of office; and
- (c) Lay members of the Standing Committee of the Diocese, during their terms of office;
- (d) Lay Presidents and Vice-presidents of the several Convocations, during their terms of office; and
- (e) The Chancellor, Secretary of Convention, and Treasurer of the Diocese, if lay persons, during their terms of office.
- (f) All lay members must be Communicants in Good Standing.

ARTICLE VIII

Officers of Convention

Section 1. The Bishop of the Diocese shall be ex-officio President of the Convention. In the absence of the Bishop, the Bishop Coadjutor or Bishop Suffragan (if there be one) shall preside. The President of the Standing Committee shall be next in order to preside. In the absence or incapacity of these, a president pro-tempore shall be elected by the Convention from among the clergy members thereof.

Section 2 At each Annual Meeting of Convention, the following officers shall be elected to serve until the following Annual Meeting:

- (a) A Secretary from among the members thereof;
- (b) A Treasurer;
- (c) A Historiographer, who shall be the official Diocesan Historian;
- (d) An Archivist, who shall have custody of the archives of the Diocese.

Section 3. At each Annual Meeting of the Convention the Bishop shall appoint, subject to the approval of the Convention, a Chancellor of the Diocese who shall be a lay member, a Communicant in Good Standing of the Church and regularly admitted to practice law in the State of Washington.

Section 4 In the event of a vacancy in the aforementioned offices, the Bishop, acting in consultation with the Standing Committee, shall fill the vacancy.

Section 5 The compensation of all officers shall be fixed by the Diocesan Council.

CONSTITUTION
ARTICLES IX. X

ARTICLE IX
Transaction of Business

Section 1. One-third of the clergy entitled to seats in the Convention, and delegates from one-third of the Parishes and Missions at any time duly assembled, shall constitute a quorum for the transaction of business, except that a smaller number may adjourn from time to time.

Section 2. In all matters which shall come before the Convention the clergy and lay members shall deliberate in one body and vote as individuals; each delegate present shall be entitled to one vote and no more; and unless otherwise provided, a majority of the votes of the two orders jointly shall be decisive.

Section 3. On the call of any five members, the two orders shall vote separately, and a concurrence of a majority of each order shall be necessary to constitute a decision.

ARTICLE X
Standing Committee of the Diocese

Section 1. By a concurrent vote of a majority of the clerical and lay orders, voting separately, the Convention shall elect a Standing Committee to consist of four clergy and four lay members who are Communicants in Good Standing. Members of the Standing Committee shall serve a four year term and shall not be eligible for re-election until one year shall have elapsed following the expiration of the four year term to which they shall have been elected. One clergy and one lay member shall be elected at each annual Convention to serve for a four year term. If a fourth ballot is required at any election, said ballot shall be made up of the two persons receiving the higher number of votes on the third ballot in the order from which one is to be elected, and only the members of that order shall vote thereon. The person receiving the higher number of votes on the fourth ballot in the order from which one is to be elected shall be deemed elected. An election for a short term to fill a vacancy shall be conducted in the same manner. All of these must be persons eligible to seats in the Convention. Not more than one person from any one Parish or Mission may serve on the Standing Committee at any given time.

Section 2. If there be no Bishop, Bishop Coadjutor or Suffragan Bishop, the Standing Committee shall exercise the authority of the Bishop, to the extent that such authority arises under the Constitution and Canons of this Diocese.

CONSTITUTION
ARTICLES X, XI, XII

Section 3. At the first meeting of the Committee, which shall be as soon as practicable after their election, they shall choose a president from the clerical members and a secretary from either the clerical or lay members. The secretary shall keep a record of all the proceedings of the Standing Committee which shall be subject at all times to the inspection of the Bishop of the Diocese, and a full report of their acts shall be made to each Annual Meeting of Convention.

Section 4. A majority of the members of the Standing Committee shall constitute a quorum.

Section 5. During the interim between the meetings of Convention the Standing Committee shall have the power of convention to ratify or elect officers and Standing Committee members to fill vacancies until the next Annual Convention.

ARTICLE XI
The Diocesan Council

There shall be a Diocesan Council whose members and their mode of election, duties and powers shall be as may now or hereafter be prescribed by the Canons of the Diocese.

ARTICLE XII
Deputies and Alternate Deputies to General Convention

Section 1. At an Annual Meeting of the Diocesan Convention held not later than the year preceding the year of the General Convention for which they are chosen, there shall be elected by a concurrent vote of a majority of both orders, four clerical and four lay Deputies, who are Communicants in Good Standing, and those Deputies shall represent this Diocese in the General Convention of the Protestant Episcopal Church of the United States of America.

Section 2. At least eight candidates shall be nominated from each order. Nominations shall be made from the floor.

Section 3. Election of Deputies and Alternate Deputies during the first three ballots.

(a) On any ballot, any number of candidates up to four receiving the highest vote in each order and a majority from both orders shall be elected Deputies.

(b) After four Deputies have been elected from any order, four Alternate Deputies shall be elected from that order in the same manner.

CONSTITUTION
ARTICLES XII, XIII, XIV

ARTICLE XII

Section 4. If during the first three ballots four Deputies have not been elected, a fourth ballot shall be cast to fill the positions not filled in the first three ballots as follows:

(a) The number of candidates from each order shall be reduced to two more than the total number of Deputies and Alternates remaining to be elected in each order.

(b) The members of the order shall vote only for candidates from their order. The number of candidates needed as Deputy in each order receiving the highest number of votes in their respective orders shall be deemed elected. A majority vote is not required to elect. In case of a tie, another ballot shall be taken to resolve the tie.

(c) Each of the remaining candidates shall be deemed elected Alternate Deputy and ranked in the order of the number of votes received.

Section 5. If at the time of the Annual Meeting of the Convention in the year preceding the regular meeting of the General Convention, a vacancy shall have occurred among the Deputies and Alternates elected at a previous meeting of Convention, nominations and an election to fill the vacancy shall be made an order of business.

ARTICLE XIII

Delegates and Alternates to the Provincial Synod

Delegates and Alternates to represent this Diocese at the Provincial Synod of the Province of the Pacific shall be the Clerical and Lay Deputies and Alternate Deputies elected by the Diocesan Convention to the next General Convention of the Episcopal Church.

ARTICLE XIV

Election of Officers

Section 1. All elections provided for in this Constitution shall be by written ballot, unless consent by unanimous vote of the Convention is given to dispense with the requirement. In the event of a failure to elect at any Convention, the person or persons already in office shall continue in office until the successor or successors shall have been appointed as provided in Article VIII, Section 4.

CONSTITUTION
ARTICLES XIV, XV

ARTICLE XIV

Section 2 At least thirty days prior to the Annual Meeting of Convention, the Bishop shall appoint a committee of five Members of Convention, who shall select as nominees at least two persons for each position to be filled by Convention on the Standing Committee and on the Diocesan Council, and at least one person for the offices of Secretary, Treasurer, Archivist and Historiographer. Further nominations for all these positions may be made from the floor of Convention.

ARTICLE XV

Admission of New Parishes and Missions

Section 1. A Parish may be admitted into union with Convention on motion, by a majority of votes, provided it shall have laid before the Convention through its Secretary at least one month before the Annual Meeting of the same:

(a) A certificate of approval of the organization of such Parish, from the Bishop;

(b) Satisfactory evidence that Articles of Incorporation have been adopted and subscribed to by the Wardens, in which they accede to the Constitutions, Canons, Doctrine, Discipline and Worship of the Protestant Episcopal Church in the United States of America, and to the Constitution and Canons of the Diocese of Olympia;

(c) Satisfactory evidence that the Parish has been regularly organized by the election of two wardens, with a total of not less than three nor more than fifteen vestry members, and that the Parish contains at least twenty five Communicants in Good Standing;

(d) A written statement made by the authority of the vestry at a duly called meeting that the Parish will support a rector without missionary aid, and agreeing that in the event it shall not be able so to do and becomes dependent on missionary aid, the Convention may change its status to that of a Mission.

Section 2 A Mission may be admitted into union with the Convention by a majority of votes, provided it shall have presented to the Convention a certificate from the Bishop stating that such Mission is duly organized.

CONSTITUTION
ARTICLES XVI, XVII, XVIII

ARTICLE XVI
Forfeiture of Privilege

Whenever, in the opinion of the Bishop, any Parish or Mission shall be liable to forfeiture of privilege, or be essentially defunct as described in the Canon on Dormant Parishes and Aided Parishes he shall signify the same to the Convention. Such Parish or Mission may be suspended from the right of representation in the Convention, or its connection with the Diocese wholly dissolved, by a two thirds vote of each order. In either event the properties of such Parish or Mission shall revert to the Diocese and such other action shall be taken as is permissive under the Constitution and Canons.

ARTICLE XVII
Assessments

Section 1. The Convention shall have power to raise money by tax or assessment on the Parishes and Missions of the Diocese by canon, or by special vote, for the necessary or proper expenses of the Diocese, or for any other purposes which the Convention may from time to time approve or direct.

Section 2. The Convention shall also have power to impose such penalty as it may deem proper within its lawful power for neglect to pay such assessment when imposed.

ARTICLE XVIII
Incorporation of the Diocese

Section 1. The Church in this Diocese is incorporated for legal and secular purposes under the laws of the State of Washington by the name and title of "The Diocese of Olympia, Inc." This corporation shall have the custody, control, and investment of all trust funds of the Diocese, and shall also hold the legal title to all diocesan property, including the property of all Missions, and shall exercise such other power as shall have been set forth in the Articles of Incorporation.

Section 2. The Bishop and the Treasurer of the Diocese shall be ex-officio members of the Board of Directors of said corporation. The other members of the Board shall be chosen in the manner prescribed by the Articles of Incorporation.

Section 3. Any amendment to the Articles of Incorporation must be approved by the Convention.

CONSTITUTION
ARTICLES XIX

ARTICLE XIX
Election of the Bishop

Section 1. The election of a Bishop, Bishop Coadjutor or Suffragan Bishop for this Diocese may be held at an Annual Meeting of Convention, or in a Special Meeting of Convention called for the purpose at least sixty days before the time appointed, of which the object shall be stated in a printed notice sent by the Secretary of the Standing Committee to every member of the clergy canonically resident and to the Vestry of every Parish and the Bishop's Committee of every Mission.

Section 2. The election shall be made in the following manner: any member of either order may nominate some fit and qualified member of the clergy for the office. The name or names thus presented shall be balloted upon by both orders voting separately, and the person receiving the majority of votes cast in each order shall be declared duly elected.

[The following was passed on the first reading at the November 1989 Annual Convention. It does not become effective until passed on subsequent reading at the 1990 Convention.]

Section 2. ["(a) In preparation for election of a new Bishop the Standing Committee and Diocesan Council shall meet together and select:

- a Joint Board, consisting of one clergy and lay member from each of the two constituent bodies; and

- a Search Committee, including at least one member from each Convocation in the diocese, which shall report regularly to the Joint Board.

(b) No later than two months before the episcopal election, the Search Committee shall provide the Standing Committee and the Diocesan Council with a list of at least three priests for nomination to the Episcopate. Subject to approval by the Bishop (or if there is no Bishop, by the Standing Committee these nominees shall be presented by the President of the Standing Committee at the electing convention. Additional nominations may be offered on the floor of said Convention, subject to it's rules.

(c) Reporting regularly to the Standing Committee and Diocesan Council, the Joint Board shall monitor the budget, expenses and general process of the episcopal search process. The Joint Board shall also develop a procedure for introducing episcopal nominees to the Diocese prior to the election;"

CONSTITUTION
ARTICLES XIX, XX, XXI, XXII

ARTICLE XIX

Section 2 (d) After an election, the Joint Board shall negotiate appropriate terms of compensation with the new Bishop, subject to the approval of the Diocesan Council."

Section 3. Two thirds of the Clergy having a regularly assigned congregation, with or without stipend, as determined by the Bishop, (or in his absence the Bishop Coadjutor, Suffragan Bishop or in the absence of any Bishop the President of the Standing Committee), and Lay Delegates from two thirds of the Parishes and Missions in the Convention, at any time assembled shall constitute a quorum.

ARTICLE XX
Authentication and Preservation

The Secretary of the Convention shall procure and keep a book entitled "Constitution and Canons of the Diocese of Olympia," in which shall be recorded this constitution with the certificate of its adoption. All articles, canons and additions thereto, hereafter adopted by the Convention, shall be certified to by the President and Secretary of the Convention, as having been duly adopted, and shall, with the certificate of adoption, be recorded in the said book, and the said book shall be taken and regarded as prima facie evidence of the due adoption and correctness of all papers recorded therein under the article.

ARTICLE XXI
Amendments

Amendments to this Constitution may be made by the Convention provided the proposed amendments be adopted at two successive annual meetings of Convention by a majority vote of the two orders voting separately. Provided, that the proposed alteration, amendment or addition may be amended before its adoption by a two thirds vote of the Convention to which it is finally submitted.

ARTICLE XXII
Nomenclature

Wherever in this Constitution the reference to a person is in the masculine gender, such reference shall be deemed, where appropriate, to also refer to or include the feminine gender.

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CANONS OF THE DIOCESE OF OLYMPIA

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Diocesan Institutions (Canon 7) was deleted by action of Convention, November, 1988. The Canons were renumbered beginning with the Funds of the Diocese as Canon 7.

CANON 1
The Clerical Members of Convention

At least one week prior to the meeting of any Diocesan Convention, it shall be the duty of the Bishop to certify to the Secretary the names of all clergy canonically resident in the Diocese, designating those who are entitled by the Constitution to take part in the proceedings. For the purposes of Article VII and these Canons, "canonically resident" means any priest or deacon, who by ordination, or by Letters Dimissory from another Bishop is received by the Bishop.

CANON 2
Lay Members of Convention

Section 1. Being in union with the Convention, each Parish and each organized Mission shall be entitled to representation based on communicant strength in accordance with the following table.

Any number not over 200	2 delegates
201 - 400	4 delegates
401 - 600	6 delegates
601 - 900	8 delegates
901 - 1200	10 delegates
over 1200	12 delegates

Section 2. Each Parish and Mission, shall select from among its Communicants in Good Standing, delegates and alternates to provide a full complement of representatives according to the above table. This representation shall be divided equally between men and women. An alternate may not qualify to substitute for a delegate of the opposite sex. Commencing in 1972, one half of the delegates and alternates shall be elected for a one year term and the other half shall be elected for a two year term and thereafter, at each annual election, the delegates and alternates shall be elected to a two year term. Delegates and alternates shall serve as such at each meeting of the Diocesan Convention, both annual and special, occurring during the term for which they are elected.

Section 3. Delegates and alternates shall be elected at a regular or special Parish or Mission meeting; or in default thereof, the Vestry or Bishop's Committee shall select the delegates and alternates as above set forth.

Section 4. Certificates of selection of lay delegates and alternates shall be in the form determined by the Secretary of the Convention with the approval of the Council. Forms shall be distributed to Parishes and Missions, not less than three months prior to the Convention, and shall be completed and returned to the Secretary at least two months prior to the opening date.

CANON 3

CANON 3
Duties of Officers of Convention

Section 1. The President shall:

- (a) Preside at all meetings of the Convention;
- (b) Appoint the Chancellor;
- (c) Appoint committees as provided by these canons.

Section 2. The Secretary shall:

- (a) Give notice of the meetings of Convention. In case of failure to do so, the Bishop shall have this power;
- (b) Keep a record of all the proceedings of Convention;
- (c) Publish the Convention Journal;
- (d) Preserve its records, and the Constitution and Canons;
- (e) Have the power to appoint an assistant;
- (f) Attest its public acts and faithfully deliver to his successor all the books and papers relating to the Convention which may be in his possession;
- (g) Receive the certificates of lay delegates and prepare a roll;
- (h) Call the roll of delegates at the opening of Convention

Section 3. The Treasurer shall receive and disburse all monies collected under the authority of Convention, except as otherwise provided in the Constitution and Canons.

Section 4. The Historiographer shall:

- (a) Create, maintain and continue a history of the Diocese, its significant personnel and events;
- (b) Report annually to the Bishop and Convention concerning the discharge of such duties;
- (c) Perform such duties as may be prescribed by the Bishop or by Resolution of Convention.

Section 5. The Archivist shall be the custodian of the Journals papers, reports, pamphlets and other records of the Diocese and shall report annually to the Bishop and Convention concerning discharge of such duties.

Section 6. The Chancellor shall:

- (a) Be present at each session of the Convention and respond to all requests made for advice by Convention;
- (b) Act as legal advisor to the Bishops, the Corporation of the Diocese, Standing Committee, Diocesan Council, and Convention in all matters relating to the Church;

CANON 4
Committees of Convention

There shall be the following Committees of Convention appointed by the Bishop. The committee members shall be clergy and lay Communicants in Good Standing. The members shall be appointed within ninety days following the adjournment of each Annual Convention.

- (a) Dispatch of Business -2 clergy and 2 lay members
- (b) Privilege - 1 clergy and 2 lay members
- (c) Admission of New Parishes and Missions - 1 clergy and 1 lay member
This Committee deals with application for union with Convention.
- (d) Canons - 2 clergy and 2 lay members. This Committee recommends changes or additions to the Constitution and Canons. The Committee report on these must be submitted in writing to the clergy and clerks of the Vestries and Bishop's Committees at least ten days before the Annual Meeting of Convention. Any proposed changes shall be submitted to the Committee for its consideration at least four weeks before the Annual Meeting of Convention.
- (e) Resolutions - 2 clergy and 2 lay members.
 - 1. All Resolutions shall be submitted to the Resolutions Committee at least 45 days prior to Convention and shall be mailed to delegates and alternates by the Secretary.
 - 2. The Committee shall have the authority to combine similar Resolutions so long as the sense of the originals is retained.
 - 3. The Committee shall amend Resolutions in order to assure that the Resolution is in the form proper for consideration by Convention.
 - 4. The Committee shall consider all Resolutions received and shall report them to convention, either as received or as amended or combined, with recommendations, "do not consider, do pass, do not pass, refer to other committees or commissions, or no opinion".
 - 5. The Committee may meet during Convention.
 - 6. The Committee shall be appointed by the Bishop within 90 days after the adjournment of the Annual Convention.
 - 7. Any Resolution not submitted to the Committee at least 45 days prior to Convention shall be considered by Convention only if submitted - in writing - to the Committee no later than six (6) hours after the convening of Convention, and consideration of such resolution is approved by a majority vote of the Convention.

CANON 5. 6

CANON 5 The Business of Convention

The Convention shall open as the President directs. The order of business shall be as follows:

- (a) The Secretary shall call the names of the clergy entitled to seats;
- (b) He shall then call the list of the Parishes and Missions entitled to representation in Convention which shall have furnished him their certificates of lay delegates and alternates elected, together with the names of such lay delegates appearing therein;
- (c) The calling of the names of clergy and lay delegates may be dispensed with by a unanimous consent of the members of Convention present, provided satisfactory evidence of a canonical quorum of each order be laid before the Convention by the Secretary. In such case the Secretary shall secure a correct list of the clergy and lay delegates present;
- (d) Irregular or defective certificates shall be referred to the Committee on Privilege.
- (e) A constitutional quorum being present, the President shall declare the Convention organized for business. The Convention shall then proceed to adopt an order of business.

CANON 6 The Diocesan Council

Section 1. The Bishop and Council of the Diocese, as hereinafter constituted, shall be known as "the Diocesan Council" and shall exercise all the powers of Convention between the meetings thereof in regard to the unification, development and prosecution of the work committed to it.

Section 2. The Diocesan Council shall consist of the Bishop, Bishop Coadjutor, Suffragan Bishops, if any, the President of the Standing Committee; five members of the clergy and eleven laypersons who are Communicants in Good Standing.

Section 3. The Bishop shall be the President of Council.

Section 4. At each Annual Meeting of the Convention there shall be elected one member of the clergy and two lay Communicants in Good Standing to serve as a member of Council for four years. The Bishop shall appoint one person to serve as a member of Council for four years, either a member of the clergy or a communicant layperson to replace the person of the like order rotating off Council, to serve as a member of Council for four years; and in making such appointment the Bishop shall take into consideration geographical balance. No member who has served on Council for four consecutive years shall be eligible for re-election or appointment until the expiration of one year. The Council shall have power to fill vacancies resulting from death, resignation or removal of Council members elected by Convention, to serve until the next annual meeting of Convention, and the Bishop shall have like power to fill vacancies of appointed members. Absent death, resignation, or removal from office, a member's term shall continue through the close of the Annual Convention session when new members of Council are elected.

Section 5. The Diocesan Council shall organize and elect such officers other than the Bishop, and appoint such agents as it deems appropriate.

Section 6. (a) The Council shall be the Program Planning and Policy Making body of the Diocese between sessions of Convention.

(b) The Bishop of the Diocese shall be responsible for the administration of all Diocesan Programs and Policies.

Section 7. The Bishop shall supervise the financial affairs of the Diocese, and shall require a proper annual audit of all receipts and disbursements of all parishes and other diocesan organizations. The Bishop shall require the bonding of all Parish, Mission and Diocesan Treasurers; the maintenance of adequate insurance for damage to all church properties; and the introduction and maintenance of the budget system in each Parish and Mission.

Section 8. The Bishop shall with the advice and consent of the Council, present the budget to the Convention. This budget shall be deemed adopted unless amended by a two-thirds vote at Convention. Said budget shall be balanced on the basis of expected diocesan income at the Assessment rate set pursuant to Canon 7. Copies of the budget shall be presented to the clergy, lay delegates and Parish and Mission Treasurers one week prior to the Annual Convocation meetings. Council shall review and recommend to the Bishop such changes in budget allocations as it shall find expedient and necessary throughout the year.

CANON 7
The Funds of the Diocese

Section 1. Assessments

(a) An annual assessment shall be levied upon each Parish and Mission of the Diocese.

(b) The assessment quotas shall be based on the Net Disposable Income available for general Parish or Mission purposes in the second preceding year prior to the year of assessment (for example, 1977 NDI would be the basis for 1979 assessment).

(c) Net Disposable Income shall be specifically defined by resolution of Diocesan Council and the assessment rate to be applied thereto shall be the same flat rate percentage for all congregations.

(d) The Assessment Rate shall be set by the Annual Convention and when first thus set shall be effective for the two years immediately thereafter. The Assessment rate percentage may be raised or lowered from time to time by succeeding conventions; provided that, the adjusted Assessment Rate shall not become effective until the second year of assessment following such action by Convention. (e.g., A decision to change the Rate of Assessment by the Convention meeting in 1979 would not become effective until assessment year 1981).

(e) Each year, by March 1st, the Assessment Rate set by the Convention for the ensuing year of assessment shall be computed against the Net Disposable Income reported by the Parishes and Missions on the form provided by the Treasurer of the Diocese and to be returned with their Annual Parochial Reports. The resulting sum total shall be reported to the Diocesan Council for use by the Council and the Ordinary with respect to the development and presentation of the proposed program budget for the ensuing year.

(f) Should the Convention in any year deem it necessary to increase the revenue to be generated from assessments on Parishes and Missions in excess of that which would be provided under Section (e) above, the Convention may, by two-thirds affirmative vote levy a special assessment upon the Parishes and Missions. Such special assessment shall be limited to one year in duration.

(g) In the event of failure of any Parish or Mission to furnish the Secretary of Convention with its Annual Financial Report, the Ordinary shall fix the amount of its assessment.

(h) If any Parish or Mission shall believe that its assessment is unjust or inequitable it shall have the right to present the grounds for such belief to the Diocesan Council; and upon consideration of the same, the Council shall have the power to recommend to the Ordinary a change or reduction in the amount of the assessment.

(i) Any Parish or Mission that shall have charged against it an accumulation of unpaid assessments, shall have the right to petition Diocesan Council for relief; and Council shall have the power, when such action is deemed equitable and expedient, to grant such relief by the remission of all or part of such accumulated indebtedness, excepting that of the current year.

Section 2. Assessment Fund

(a) There shall be an Assessment Fund into which all assessments received shall be deposited and out of which the operating expenses and missionary expenses of the Diocese shall be paid, with other funds available for those purposes. Funds received which are particularly earmarked for missionary or other special purposes shall be used solely for such purposes.

(b) Any budget surpluses are to be considered as "other funds available" for program budget operating and missionary purposes within the content of Canon 7, Section 2.

Section 3. The Endowment Fund

(a) There shall be an Endowment Fund, which shall be known as the Episcopate Fund of the Diocese. The income of this Fund shall be appropriated to the support of the Bishop of the Diocese, and of Bishops Coadjutor and Suffragan (if there be such), and to meet the administrative expenses of the Diocese.

(b) All income arising from the Episcopate Fund shall be received by the Treasurer of the Diocese of Olympia, Inc., and shall be disbursed by him on order of the Convention or on order of the Directors of the Corporation.

Section 4. Diocesan Emergency Fund

There shall be a fund which shall be called the Diocesan Emergency Fund, which shall be derived from donations and contributions and from an annual collection or collections to be made in each Parish and Mission of this Diocese, unless otherwise authorized by Convention or Council. (See Canon 16, Section 2). All monies or securities belonging to the Fund shall be held by the Treasurer of the Diocese of Olympia, Inc., and all disbursement from said Fund shall be

CANON 7. 8

made by the Treasurer on the written order of the Bishop. All disbursements from this Fund shall be made only for the relief of clergy in good standing, canonically connected with the Diocese, or their families.

Section 5. Bishop's Discretionary Fund

There shall be a fund known as the Bishop's Discretionary Fund, to be administered by the Bishop. (See Canon 15, Section 3 and Canon 16, Section 3).

CANON 8 The Parish

Section 1. Any number of persons not fewer than 25, of legal age, who shall be Communicants of this Church and resident of the community, town, city or district where the proposed Parish is to be located, may organize themselves as a Parish in the following manner.

Notice of intention to organize a Parish shall be first given to the Bishop of the Diocese. Such notice shall be in writing in the following form.

Reverend Father in God: We, whose names are hereunto subscribed, being attached to the Doctrine, Discipline and Worship of the Protestant Episcopal Church, and desirous of securing the holy influence of the Church for ourselves, our families and our neighbors, do hereby respectfully ask permission to associate and organize ourselves, and others as a Parish under the name of _____ Parish. And we do hereby promise and agree that said Parish shall always be held under the Ecclesiastical Authority of the Bishop of Olympia and his successors in office, and in conformity with the Constitution and Canons of the Protestant Episcopal Church in the United States of America and Constitution and Canons of the Diocese of Olympia, the authority of which we do hereby recognize and bond ourselves to make them part of the Constitution of said Parish, and to whose Liturgy, Doctrine, Discipline, Rites and Usages we promise at all times, for ourselves and successors, corporate obedience and conformity.

Section 2. Upon receipt of the written approval of the Bishop, the petitioners shall then proceed as follows: Notice of the meeting to organize, setting forth the object, the time and place of such meeting, shall be publicly read at the time of morning service, and on two Sundays next preceding said meeting by some member of the clergy of the church appointed by the Bishop.

Section 3. At the meeting a member of the clergy appointed by the Bishop shall preside. A Secretary shall be chosen. A book provided to record the proceedings of the meeting shall include the notice described above in Section 1. and the approval of the Bishop, the record of the action taken for organization, the names of the vestry chosen, and any other matters of importance pertaining to the organization; and, second, the Articles of Incorporation adopted at the meeting.

Section 4. Parishes hereafter organized may be admitted into union with the Convention in this Diocese in accordance with Article XV of the Constitution, and upon compliance with the provisions thereof. Application for admission into union with the Convention shall be made within two years from the date of legal incorporation of the Parish; if not, the Bishop with the consent of the Standing Committee, may declare the permission to organize withdrawn, and the organization null and void.

Section 5. If a proposed new Parish is within the limit of an existing Parish, the written consent of the Rector and Vestry of the existing Parish shall first be had and obtained for the organization of a new Parish. If such consent cannot be obtained, the permission for the organization of a new Parish within the parochial limits of an existing Parish shall be vested in the Bishop of the Diocese, acting by and with the consent of the Standing Committee.

Section 6. For the purpose only of private or domestic pastoral ministrations, the residence, wherever situated, of each registered parishioner of any Parish or Mission shall be deemed a part of the Parish or Mission in which such parishioner is registered.

CANON 9

Rectors, Parishes & Vestries

Section 1. (a) At any time between the Annual Meeting of Diocesan Convention and the 25th of April following, after due notice publicly given at Divine Service on the two Sundays next preceding, there shall be held an Annual Meeting of the Parish for election of a Vestry and for the transaction of such business as may properly come before the meeting;

CANON 9

(b) Special meetings of the Parish may be called by the Rector, or by the Vestry, if there be no Rector, and shall be called by the Rector upon a written request signed by a majority of the Vestry. Notice of any special meeting of the Parish shall be given at two regular services of the Church on at least one Sunday next preceding the day appointed for the special meeting. The notice shall state the purpose of the special meeting;

(c) At all Parish meetings the Rector (if there be one; if not, a Warden shall preside, the Clerk of the Vestry shall act as Clerk of the Meeting.

Section 2. (a) The number of Vestry, as prescribed in the Articles of Incorporation of each Parish, shall be no fewer than three or more than fifteen, and within these limits, the Parish, by a majority vote, may fix or change the total number elected annually. Communicants in Good Standing in the Parish shall alone be eligible to serve on the vestry; The Rector shall be ex-officio a member and Chairman of the Vestry;

(b) Communicants in Good Standing in the Parish alone shall choose by ballot the Vestry members to serve for three years and until the election of their successors;

(c) No member of a Vestry who is elected to a full three-year term shall be eligible for re-election to the Vestry until one year after the expiration of the term for which he was elected .

Section 3. At the first meeting of the Vestry after the annual election there shall be chosen a Senior Warden and Junior Warden, both of whom shall be Communicants in Good Standing of the church and shall be members of the vestry. In case the Parish be without a Rector or in case of the organization of a new Parish, both Wardens shall be elected by the Vestry; in all other cases the Rector shall appoint from the Vestry the Senior Warden, and the Vestrymen shall elect the Junior Warden.

Section 4. (a) At the first meeting of the Vestry they shall also elect a Clerk, who shall keep the minutes of the Vestry meetings and record them in a book provided for the purpose, and a Treasurer who shall receive and disburse the revenues of the Parish as the Vestry shall direct. He shall keep an accurate account of all receipts and disbursements, rendering an annual account to the Vestry for an audit and in addition thereto, an account at any time as the Vestry may direct. The books of both the Secretary and the

Treasurer shall always be open to the inspection of the Rector and the members of the Vestry of the Parish, and of the Bishop of the Diocese. Neither the Clerk nor the Treasurer need be a member of the Vestry;

(b) There shall be no meeting of the Vestry unless the Rector, if there be one, and a quorum of the Vestry be present; provided, that if the Rector be absent from the Parish, or, if when notified of the meeting, he shall decline or neglect to be present, the meeting shall be valid if there be a majority of the Vestry, including one Warden, present. Voting by proxy shall not be permitted.

Section 5. (a) It shall be the duty of the Wardens of every Parish to give written notice to the Bishop of an impending vacancy in the Rectorship no later than ten (10) days after such an impending vacancy is made known. Subsequent to such notice, the Wardens shall counsel with the Bishop; he will recommend to the Wardens the persons whom he deems qualified for consideration as nominees for the Rectorship of such Parish.

(b) A Rector shall be elected at a meeting of the Vestry by affirmative vote of at least two-thirds of the Vestry given by written ballot. He shall have been nominated at a meeting of the Vestry held not less than two weeks prior to the meeting at which the election takes place.

(1) If a nominee is not taken from the group recommended by the Bishop the name of the clergy proposed as a nominee shall be made known to the Bishop who shall respond in writing or by conference with the Vestry within twenty (20) days. The Vestry must consider such response at a meeting duly called for that purpose.

(2) No election shall be valid unless and until the Bishop has filed with the Vestry a statement that, so far as he knows or believes, the person nominated is a fit and qualified priest of this church, and the nomination is approved.

(c) The call of the Rector-elect shall be in writing and express distinctly any special conditions, together with the stipulation as to salary and allowances. When the call has been accepted in writing the agreement shall be complete. The Letter of Mutual Expectations may be revised by written agreement between the Rector and Vestry. Any dispute between a Rector and Vestry concerning the Letter of Mutual Expectations or subsequent modifications shall be arbitrated by the Bishop.

CANON 9

Section 6. (a) The Rector or Priest-in-Charge of a Parish, by virtue of his office, has exclusive charge of all rites, ceremonies and ordinances of the Church, and the worship with the music and ritual accessories thereto, subject and answerable only to the Bishop. He is entitled at all times to have access to the church building, and to open the same as he may deem proper for public worship, for the celebration of Holy Communion, for baptisms, marriages, burials and religious instruction, and for other rites and ceremonies authorized by the Church or by the Bishop of the Diocese. He shall have control of the alms received at Holy Communion for pious and charitable purposes, unless a different arrangement regarding the same shall be agreed to by both Rector and Vestry. All sums so received shall be accounted for to the Annual Parish Meeting. He shall have the direction and control of the Church School and of all guilds and organizations within the Parish.

(b) No clergy shall officiate within the Parish of another clergy without the request or consent of the incumbent; or, in his absence or incapacity, that of the Wardens of the Parish.

Section 7. Assistant clergy may be appointed by the Rector, on terms and conditions as are agreed by the Rector and Vestry. The proposal of any clergy for such appointment must be accompanied by a statement signed by the Bishop, if there be one, that so far as he knows and believes, the person nominated is fit and qualified in this Church or of a Church in communion with it, and that he approves such nomination.

Section 8. It shall be the duty of the Vestry to aid and support the Rector in all efforts for the spiritual welfare and growth of the Parish. The Vestry shall transact the temporal affairs of the Parish. They shall have charge of the church and other buildings of the parish, and see that the same are repaired and improved as need may require and that they are kept insured against loss by fire. It shall be the duty of the Vestry to prevent the use of the church buildings for any secular or other purpose not authorized by the Constitution and Canons of the Church, or such as becometh not the Church of God.

Section 9. The Wardens shall be charged with the care of the Holy Vessels and all other property of the Parish used in the service of the Church, and shall see to it that the same are properly provided. They shall preserve order and decorum at the time of Divine Service.

Section 10. No Vestry or Bishop's Committee shall encumber or alienate any church, chapel, rectory or other Parish building, or any land pertaining thereto without the previous consent of the Bishop, acting in consultation with the Standing Committee of the Diocese.

Section 11. No Vestry or Bishop's Committee shall remove, take down or otherwise dispose of any church, chapel, rectory or other Parish building, nor shall the location thereof be changed, without the previous written consent of the Bishop, acting in consultation with the Standing Committee of the Diocese.

Section 12. Meetings of the Vestry may be called by the Rector, and shall be called by him at the written request of any three members of the Vestry, including one Warden.

CANON 10

Parish Registers and Parochial Reports

Section 1. Every Parish and Mission shall have a Parish Register in which to record the information required under the provisions of the General Church Canons.

Section 2. Each Parish and Mission shall prepare and forward to the Diocesan Office, no later than February first of each year, the Annual Report required under the Provisions of the General Church Canons.

Section 3. The Parish Register and the Annual Report shall be the responsibility of the Minister in Charge, or in the absence of a Minister, the responsibility of a Warden in the case of a Parish, and of some person appointed by the Bishop in the case of a Mission.

Section 4. Upon the dissolution of a Parish or Mission, the Register provided for in this Canon shall immediately become the property of the Diocese, and the Bishop shall take charge thereof.

CANON 11

Missions

Section 1. It shall be competent for any number of adult persons, not less than twenty-five, (of whom at least three must be males), who are attached to the Protestant Episcopal Church and desirous of sustaining the services in any community, town, city or district, to be organized as a Mission, on application to the Bishop in the following manner.

CANON 11

Reverend Father in God: We, the undersigned residents of _____ County, in the Diocese of Olympia, being desirous of having the services of the Church, and ready, according to our several abilities, to sustain the same, do hereby request you to provide for us as you may deem proper and expedient.

We do hereby declare ourselves, individually and collectively, ready to do what in us lies, to support and maintain the regular worship of the said church, and promote its influence in our neighborhood; and we do promise conformity to the doctrine, liturgy, rites and usages of the Protestant Episcopal Church. We put ourselves under your charge and will reverently obey your authority. We promise conformity to the Constitution and Canons of the General Convention, and to those of the Diocese of Olympia, and the rules and regulations of the Convention. In Accordance with these obligations and promises we ask the privilege of being organized as a Mission under the name of _____ Church.

Furthermore we agree to raise annually among ourselves and faithfully pay (of) the sum of _____ dollars per annum for the support of our local congregation and the Church throughout the world, (remaining) and, Furthermore, we agree to abide by and follow the policy and procedure of the Diocese of Olympia, as set forth by the Mission Policy Manual.

Faithfully yours,

This application shall be signed in ink by all the adults who propose to be members of the Mission.

Section 2. If the Bishop consents to the organization of a Mission he shall make such consent known in writing to the applicants, and shall appoint and send a member of the clergy, as vicar, to take charge of same.

Section 3. The Bishop shall appoint for the first year, and after that annually, a committee to be known as the Bishop's Committee, which shall represent the Bishop in the management of the temporal affairs of the Mission. The Vicar shall be an ex-officio member of the Bishop's Committee and when present shall preside. The duties of the Bishop's Committee and of the officers shall be as set forth in the Mission Policy Manual.

Section 4. At any time between the Annual Meeting of the Diocesan Convention and the 25th of April following, after due public notice publicly given at the Divine service on the two Sundays next preceding, there shall be held the

CANON 11, 12

Annual Meeting of the Mission for the purpose of nominating qualified persons for the Bishop's Committee, and for the transaction of such other business as may properly come before the meeting.

Section 5. The title to real estate given to or purchased by the Mission shall be vested in the corporation known as the "Diocese of Olympia, Inc." But no gift or purchase of land shall be accepted or made, nor any location of a church site decided upon, nor building erected hereon, without the consent of the Bishop and the Board of Directors.

Section 6. Before any Mission contracts to purchase any real estate, either by full payment of the purchase price or by partial and deferred payments, it shall be necessary for the Bishop's Committee to obtain the previous written consent of the Bishop acting by and with the Standing Committee of the Diocese, and their approval of the terms of contract for such purchase; and such consent and approval shall be stated in the contract and in the deed of conveyance which shall be inserted when made to the "Diocese of Olympia, Inc."

Section 7. The Vicar of a Mission having been appointed by the Bishop, may resign to, or be removed by, the Bishop only. He shall, after consultation with the Bishop's Committee from time to time, appoint the sexton, organist, choir leader, Sunday School superintendent, and such other helpers as may be necessary. If there be no Vicar, the right of appointment of all helpers to serve during the vacancy shall be in the Bishop's Committee.

Section 8 The failure of the people of a Mission to perform their agreement as stated in the application for organization may warrant the Bishop, by and with the consent of the Standing Committee, in withdrawing the member of the clergy and dissolving the organization, in which case, as well as in case of the temporary abandonment of services, all the property of the Mission shall be placed in the custody of the Bishop, and shall become the property of the "Diocese of Olympia, Inc."

CANON 12 Business Methods in Church Affairs

Section 1. In every Parish, Mission and Institution connected with this diocese, the following standard business methods shall be observed:

CANON 12

(a) Trust and permanent funds and all securities of whatsoever kind shall be deposited with a Federal or State Bank, or a Diocesan Corporation, or with some other agency approved in writing by the Ordinary, under either a deed of trust or an agency agreement providing for at least two signatures on any order of withdrawal of such funds or securities. But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them;

(b) Records shall be made and kept of all trust and permanent funds showing at least the following:

- (1) Source and date.
- (2) Terms governing the use of principal and income.
- (3) To whom and how often reports and conditions are to be made.
- (4) How the funds are invested;

(c) Treasurers, and custodians, other than banking institutions, shall be adequately bonded;

(d) Books of account shall be so kept as to provide the basis for satisfactory account;

(e) All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Parishes, Missions or other institutions shall be audited annually by an independent Certified Public Accountant, or Independent Licensed Public Accountant, or such audit committee as shall be authorized by the Finance Committee, Department of Finance, or other appropriate Diocesan authority.

All reports of such audits, including any memorandum issued by the auditors or audit committee regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum, shall be filed with the Bishop or Ecclesiastical Authority, not later than 30 days following the date of such report, and in any event, not later than September 1 of each year covering the financial reports of the previous calendar year.

(f) All buildings and their contents shall be kept insured;

(g) The Ordinary shall report annually to the Convention of the Diocese in its administration of this Canon .

Section 2. No Vestry, trustee, or other body, authorized by civil or Canon Law to hold, manage or administer real property for any Parish, Mission, congregation or Institution, shall encumber or alienate the same or any part thereof (save for the refinancing of an existing loan) without the written consent of the Bishop and Standing Committee of the Diocese, under such further regulations as may be prescribed by the Canons of this Diocese or the National Convention.

Section 3. All clergy employed with the Diocese in clerical positions shall be covered by a written agreement specifying terms as to compensation, including housing and utilities allowances, pension and insurance benefits, and business expense allowances, which are not inconsistent with the Constitution and Canons of the National Church and Diocese of Olympia.

Section 4. Acting through the Convention, the Diocesan Council shall periodically recommend the establishment of a minimum annual compensation applicable to all clergy employed as set forth in Section 3 above. Once adopted by Convention, written compensation payments shall not be less than the established minimum without the written concurrence of the Bishop.

CANON 13 Church Debt

Section 1. No indebtedness shall be incurred by a Parish, Mission or Congregation without the approval of both the Bishop and Standing Committee except:

(a) Indebtedness for permanent improvement, replacements or additions to real estate or equipment, where the amount of such indebtedness, plus indebtedness of every kind already existing, shall not exceed 150% of the average annual receipts of such Parish, Mission, or Congregation during the past three years;

(b) Indebtedness for current expenses where the amount of such indebtedness, plus all indebtedness heretofore incurred for current expenses and still existing, shall not exceed 20% of the total current receipts of such Parish, Mission or Congregation during the preceding fiscal year; the payment of such indebtedness shall be provided for in the budget of the next ensuing fiscal year with the reasonable expectation of its payment out of the receipts of the next two years.

CANON 13, 14

Section 2. Provided that in computing receipts under paragraph (a) and (b) hereof, amount from or for endowments, or from or by bequests, except income therefrom not specially designated, and receipts for expenditures other than parochial, shall not be included.

Section 3. Provided that under any circumstances under which approval is required, it shall be granted only when the payment of all indebtedness shall be provided for in a plan of amortization or other method of payment to be submitted to and approved by the same authority.

Section 4 This Canon shall not apply to the refinancing of an existing loan.

CANON 14 Dormant Parishes and Aided Parishes

Section 1. If any Parish shall for three years fail to elect a Vestry, or to make a report as required by Canon, the Bishop may report the fact to Convention. Its union with Convention may, upon motion and vote as prescribed in Article XVI of the Constitution, be suspended or dissolved and it may not be restored until it shall comply with such conditions as Convention may prescribe.

Section 2. It shall be the duty of the Bishop to take the necessary steps to preserve the property of such Parish for the benefit of the Church.

Section 3. (a) After any year in which a Parish fails to do one or more of the following:

- (1) Pay the full amount of all assessments levied by Convention;
- (2) Pay the salary of a Rector in accordance with the compensation scale adopted by Convention;
- (3) Pay the full amount of the salary contractually promised to the Rector;
- (4) Pay its pension obligation as required by regulations of the Church Pension Fund and of Convention.

The Bishop or his designated representative shall visit the Parish for the purpose of investigating the causes or reasons for such inability to meet these basic financial obligations.

(b) After the third consecutive year in which a Parish has failed to meet any one or more of items 3 (a) (1-4) above, the Bishop may designate the Parish an "Aided Parish" according to the guidelines of this Canon, and the Parish

shall be eligible for grants as approved by the Bishop and funded by the Diocese. The Bishop, in person or through his designated representative(s), shall work with the Aided Parish to help it assume full and independent responsibility for the financial obligations defined in items 3(a) (1-4) above.

(c) The Bishop may also designate an "Aided Parish" in response to a joint written request from the Rector, Wardens and Vestry of any Parish which sets forth the reasons and causes for such request.

(d) No later than six months after being designated an "Aided Parish," such Parish shall provide the Bishop with a written proposal for regaining financial independence at a Parish level. The proposal's timetable for achieving such independence shall extend no farther than four years beyond the date of the "Aided Parish" designation.

(e) "Aided Parish" status under this Canon shall continue for a term of three years whether or not the Parish shall continue to need financial assistance for each of those three years. The Bishop shall have discretion to extend this status for a final fourth year, but only in the reasonable expectation based on evidence that the Parish will be able to meet all financial obligations by the end of the fourth year as defined in items 3(a) (1-4) above.

(f) If at the end of its time as an "Aided Parish" under this Canon, the Parish remains unable to meet all the financial obligations described in items 3(a) (1-4) above, then the Bishop shall report said inability to Convention. Upon receiving such report Convention, may upon motion, and vote prescribed in Article XVI of the Constitution, change the status of the Parish to that of an Organized Mission of the Diocese.

Section 4. Whenever the status of a Parish is changed to that of a Mission, the Parish Corporation shall immediately transfer title to all its property and assets to the Diocese of Olympia, Inc., and the officers and members of such Parish Corporation shall take all steps necessary to effect such transfer.

CANON 15, 16, 17

CANON 15
Episcopal Visitation

Section 1. At least once in every three years the Bishop shall:

- (a) Meet with and advise the clergy;
- (b) Consider the spiritual state of the Parish or Mission;
- (c) Examine the Parish Register and records;
- (d) Inspect the Parish property.

Section 2. On occasions of official visitations the Bishop controls the services, to take to himself or assign to others such portion of them as he may think proper; and he may also designate the purpose for which the offering of the people is taken.

CANON 16
Stated Offerings

It is hereby made the duty of each minister in charge of a Parish or Mission in this Diocese and, in the absence of any such minister, the duty of the Vestry or Bishop's Committee to take the following offerings at the times and for the purpose hereinafter stated:

Section 1. The Church School Lenten Offering, for special missionary purpose designated by the Episcopal Council.

Section 2. An offering on Thanksgiving Day or the Sunday previous or following, for the Diocesan Emergency Fund or for such other purposes as the Convention or Council may determine.

Section 3. An offering for the Bishop's Discretionary Fund on the day of the official visitation of the Bishop.

CANON 17
Lay Readers

No person shall be authorized to officiate regularly as a Lay Reader in this Diocese without a written license from the Ecclesiastical Authority, for a term not to exceed three years. Lay Readers shall in all cases conform to the provisions of the Canon of General Convention. When not officiating in the Parish or Mission for which they are appointed they shall be under the direction of the President of the Convocation in which they may reside, or such other Diocesan official as the Bishop may designate.

CANON 18
The Church Pension Fund

Section 1. In conformity with the legislation adopted by the General Convention of 1913, pursuant to which the Church Pension Fund was duly incorporated, and in conformity with the Canon of General Convention, "Of the Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of Olympia hereby accepts and acknowledges the Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of the Protestant Episcopal Church in the United States of America, and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint, annually, upon the opening of Convention, a Committee of the Church Pension Fund to consist of two presbyters and two laymen, for a term of one year, and until their successors shall have been appointed or qualified, and the Bishop shall from time to time fill by appointment any vacancies in said committee caused by resignation, death or inability to act.

Section 3. The duties of said Committee shall be as follows:

(a) To be informed of, and to inform the clergy and laity of this Diocese of the pension system created by the General Convention and committed by it to the Trustees of the Church Pension Fund in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their widows and minor orphan children in the event of death;

(b) To receive reports from the Church Pension Fund, from time to time, on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by the Parishes;

(c) To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention;

(d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the clergy of this Diocese may be assured of the fullest pension protection by said Fund under its established Rules.

CANON 18, 19

Section 4. It shall be the duty of this Diocese and of the Parishes, Missions and other ecclesiastical organizations therein, each through its treasurer or other proper official, to inform the Church Pension Fund of salaries and other compensation paid to clergymen by this Diocese, parishes, missions and other ecclesiastical organizations for services rendered, currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such salaries and other compensation as they occur; and to lay promptly to the Church Pension Fund the pension assessments required thereon under the Canon of the General Convention and in accordance with the Rules of said Fund.

Section 5. It shall be the duty of every clergyman canonically resident in or serving in this Diocese to inform the Church Pension Fund promptly of such facts as dates of birth, of ordination or reception, of marriage, births of children, deaths, and changes in cures or salaries as may be necessary for its proper administration and to cooperate with said Fund in such other way as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

CANON 19 Convocation

Section 1. For the purpose of promoting greater unity in the Diocese and the work of church extension within its borders, the Diocese adopts the system of Convocations.

Section 2. The Diocesan Council, with the approval of the Bishop, shall divide the Diocese into Convocations, and whenever deemed advisable, change either or both the number and boundaries of the Convocations.

Section 3. All clergy canonically resident within the Convocation and delegates and alternates to the annual Diocesan Convention from Parishes and Missions within the Convocation shall be voting members of such Convocation at all meetings thereof.

Section 4. Each Convocation may enact by-laws for the conduct of its affairs, subject to the approval of the Bishop.

Section 5. Each Convocation shall hold at least three meetings annually, normally one in the Winter, one in the Spring and one in the Fall.

Section 6. Election of Officers by Convocation

(a) At each Fall Meeting, a Convocation shall elect a new Vice President who shall take office at the close of the last of the successive days sessions of the next Annual Diocesan Convention and who shall serve one year in that office and an additional year as Convocation President. The two Convocation Officers shall alternate, so that one be a voting clergy member of the Convocation, while the other shall be a Communicant in Good Standing in a congregation within the Convocation and, at the time initially elected to office, a delegate or alternate delegate to the Convention. If at any time there is a vacancy in the office of President, the Vice President shall serve for the balance of the vacant term in addition to the term for which he will serve as President Elect. In case there is a vacancy in the office of Vice President, it shall be filled by the election of an eligible member to serve in that position until the next Fall Meeting.

(b) At its first meeting in 1989, each Convocation shall hold a special election to institute the timetable for rotation of officers specified in (a) above.

Section 7. The President of Convocation shall:

- (a) Convene Convocation Meetings;
- (b) Preside at Convocation meetings, except that the Bishop, when present, shall be entitled to preside.
- (c) Perform such other duties as the Bishop may assign.

CANON 20
Communicants

Section 1. A Communicant is a baptized person who is faithful in corporate worship and has received the Sacrament of Holy Communion in this church at least three times during the preceeding 12 months (unless good cause prevented).

Title I, Canon 17, Section 1.(c) It is expected that all adult members of this Church, after appropriate instruction, will have made a mature public affirmation of their faith and commitment to the responsibilities of their baptism and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

CANON 20. 21

Section 2. A Communicant in Good Standing is a Communicant who is 16 years old or older, and who is a recorded contributor to the support of the Church with money or with personal service.

Section 3. It is the duty of every Communicant moving from one Parish to another to apply for a Certificate of his standing. This "Letter of Transfer" is exchanged between the clergy of the Parishes or Congregations involved and its receipt must be formally acknowledged before the transfer is complete.

Section 4. It is the duty of the minister in any Parish or Mission, learning of the removal of any member of his Parish or Mission to another congregation without having secured a "Letter of Transfer", to transmit to the clergy of such Parish or Mission a letter of advice informing him thereof.

Section 5. No clergy of this Diocese shall enter the name of any Communicant upon the Parish list, except those baptized in his Parish or Mission, except such certificate as required in Sections 3 and 4 has been delivered to him, or a satisfactory reason given why the same has not been obtained. In this latter case, notice of such enrollment must be sent to the minister of the Parish or Mission from which the member has been removed.

CANON 21 Commission on Church Architecture

Section 1. There shall be a Commission of the Diocese to be known as the Commission on Church Architecture, which shall consist of the Bishop, together with two clergymen and two laymen to be appointed annually by him; and the Bishop shall have the power to add to this number.

Section 2. It shall be the duty of every Mission to lay before this Commission the plans of any new church, chapel, or other church building or of proposed changes in any existent church, chapel, or other church building, and no such building may be erected without the approval in writing of such Commission.

Section 3. It shall be the duty of every Parish, by its rector, wardens and vestrymen, to lay before this Commission the plans of any new church, chapel, or other parish building, or of proposed changes in any such existent building, for their counsel and advice, which counsel and advice shall be given in writing within one calendar month after the receipt of said plans.

CANON 22
The Commission on Ministry

Section 1. There shall be a Commission on Ministry consisting of ten members.

(a) One member of the Commission shall be a member of the Standing Committee, who shall be appointed for a one-year term by the Bishop at the Annual Convention. Such member may be re-appointed.

(b) Of the remaining nine members of the Commission, no fewer than three nor more than six shall be clergy canonically resident in the Diocese and no fewer than three nor more than six shall be lay Communicants in Good Standing in the Diocese. These members shall be appointed by the Bishop at the Annual Convention, subject to confirmation by the Convention for three-year terms. No such member may serve during more than two successive three-year terms to which he shall have been appointed;

(c) If a vacancy occurs on the Commission, the Bishop shall fill the vacancy for the unexpired term.

Section 2.

(a) The Commission on Ministry shall have the duties and responsibilities prescribed in Title III, Canon 1, of the Canons of the General Convention of the Episcopal Church. It shall assist the Bishop in matters pertaining to the enlistment and selection of persons for Ministry, in the guidance and pastoral care of Candidates for Holy Orders, of Deacons, and Professional Church Workers, and in matters pertaining to the continuing education of the Ministry;

(b) It shall interview Candidates and shall, upon assignment by the Bishop, conduct, evaluate, and report upon canonical examinations. The Commission shall report promptly in writing to the Bishop the results of all interviews and examinations conducted by it or for it, whether satisfactory or unsatisfactory, making separate reports upon each person examined. The Bishop shall transmit these reports to the Standing Committee who shall in no case recommend a person for admission as a Candidate for Holy Orders, or recommend a Candidate for Holy Orders for ordination to the Diaconate or Priesthood, until it shall have received and considered the report of the Commission on Ministry;

(c) The Commission on Ministry shall have such other responsibilities as are placed upon it by the Canons of the General Convention, by the Canons of the Diocese, and as may be assigned to it by the Bishop.

CANON 22, 23

Section 3. The Commission on Ministry may adopt rules for its work. Such rules shall be consistent with the Canons of the General Convention and of the Diocese, and shall be subject to the approval of the Bishop. These rules may include authorization for the appointment of committees of the Commission to act on its behalf.

Section 4. At the first meeting of the Commission following the Annual Convention, the Bishop shall appoint a Convener and the Commission shall elect a Secretary from among the members. The Secretary shall keep a record of Commission proceedings, which shall be open at all times to members of the Commission, and to the Bishop and Standing Committee. The Commission shall make an annual report of its actions and activities to the Diocesan Convention.

CANON 23 The Commission on Personnel

Section 1. There shall be a Commission on Personnel consisting of eleven members appointed by the Bishop:

(a) Three members of the Commission shall be clergy canonically resident in the Diocese, and shall include at least one rector and one vicar;

(b) Six members of the Commission shall be confirmed Communicants in Good Standing in the Diocese;

(c) Nine members shall serve three year terms. With one clergy and two lay persons being replaced each year, except that in each of the first two years, one clergy and two lay persons may be replaced or reappointed from before. No member may serve more than two full successive terms;

(d) In addition, each year the Bishop shall appoint two additional persons to the Commission for a one year term, one nominated by the Clergy Association of the Diocese of Olympia, from the clergy of the Diocese and one lay professional employed within the Diocese.

(e) The Chairman of the Commission shall be a lay person selected by the Bishop, and shall be empowered to fill vacancies on the Commission subject to confirmation by the Bishop.

Section 2. The Commission shall be responsible for developing and recommending plans or action by the Bishop, Convention or Diocesan Council concerning the following:

(a) Compensation and employment guidelines applying to clergy employed within the Diocese, including matters related to stipend, allowances and employment agreements as set forth in Canon 12, Sections 3 and 4;

(b) Compensation and employment guidelines applying to lay employees of the Diocese.

No later than July 1 of each year, the Commission shall recommend to the Diocesan Council overall compensation changes that bear upon development of the proposed Diocesan Program and Budget for the following year, to be presented at the fall Convocation meetings and the annual Diocesan Convention.

Section 3. By resolution of Convention, the recommendation of the Commission may be adopted as either advisory guidelines or as policy applying to the Diocese and its parishes and missions.

Section 4. The Commission shall make its services available on an advisory basis to any clergy, vestry, or Bishop's Committee of the Diocese desiring its assistance and counsel. It shall also consult periodically with the Bishop as to its activities and on matters where the Bishop desires counsel of the Commission.

Section 5. There shall be an annual report by this Commission to the Diocesan Convention, including the findings and recommendations concerning Section 2 (a) and (b) above.

CANON 24
Diocesan School of Theology

Section 1. There shall be a Diocesan School of Theology, accountable to the Bishop, the purpose of which shall be to provide opportunities for:

- (a) Lay persons to expand their understanding of the faith and its traditions of the Church;
- (b) Training for diaconate;
- (c) Training for specialized ministries;
- (d) Continuing theological education.

Section 2. There shall be a Dean of the School appointed by, and accountable to, the Bishop. The Dean shall be responsible for the management of the School and its program.

CANON 24, 25

Section 3. There shall be a Board of Directors thereof consisting of ten members.

(a) Six members shall be appointed by the Bishop for three-year term (initially, two members shall be appointed for a one-year term, two for a two-year term, two for a three-year term). One of the members shall be designated annually by the Bishop as Chairman of the Board.

(b) One member selected for a one-year term, by and from the faculty of the School, with the option of reappointment, one member selected for a one-year term by and from the student body of the School, with the option of reappointment, and one member selected from the Bishop's Commission on Education for a one-year term, with the option of reappointment.

(c) The Dean of the School of Theology.

Section 4 The Board shall be accountable to the Bishop. Its basic function shall be to:

(a) Oversee, review and evaluate the program of the School and ensure that its purpose is being carried out.

(b) Provide support to the Dean and faculty;

(c) Provide to the Diocese at large information concerning the School and its programs;

(d) Study the trends and needs in alternative theological education in the Episcopal Church, and consult with and advise the Bishop, Commission on Ministry and other appropriate bodies regarding applicability in this Diocese.

CANON 25

Of the Dissolution of the Pastoral Relation

Section 1. Except as otherwise provided in the Canons of the Protestant Episcopal Church, a Rector may not resign as Rector of a Parish without the consent of its Vestry or Trustees, whichever may be authorized to act in the premises, nor may any Rector canonically or lawfully elected and in charge of any Parish be removed therefrom by said Vestry or Trustees against his will, except as hereinafter provided.

Section 2. If for any urgent reason, a Rector of a Parish or the Vestry, Trustees or other body authorized to elect a Rector in the Parish shall desire a separation and dissolution of the pastoral relations, and the parties be not agreed respecting a separation and dissolution, notice in writing shall be given by either party to the Ecclesiastical Authority of the Diocese.

Section 3. As chief pastor of the Diocese, the Bishop thereupon shall appoint one Presbyter and one Lay Person, neither of whom is a member of the Parish involved, to make a report to the Bishop stating the nature of the dispute and the respective positions of the Vestry or Trustees and the Rector. Such report shall be delivered to the Bishop, the Rector and the Vestry or Trustees within 60 days of their appointment by the Bishop. Upon receipt of the report, the Bishop shall hold a hearing at which each of the parties shall participate in good faith and labor for an amicable resolution of differences. Each party shall be entitled, but not compelled, to have representation at such hearing. Within 15 days after conclusion of the hearing, the Bishop shall make written findings of fact and provide copies thereof to both parties.

Section 4. After receipt of the Bishop's findings, if either party shall continue to desire dissolution of the pastoral relation, that party shall notify the Bishop in writing within 30 days and the Bishop shall proceed as follows:

(a) Within 30 days after receipt of such notice, the Bishop shall render a godly judgement, with the advice and consent of the Standing Committee. The Bishop shall be the ultimate arbiter and judge.

(b) If the Bishop's judgement is that the pastoral relation is to be continued and either party is not in agreement, the Bishop shall require the parties to agree on definitions of responsibility and accountability for Rector, Vestry and Congregation.

Section 4.

(c) If the relation is to be dissolved:

(1) The Bishop's judgement shall set forth in writing the reasons for the dissolution.

(2) Copies of the Bishop's findings and judgement shall be sent to the Secretary of the Diocesan Convention to be recorded and shall be held in confidence except, that at the request of the Rector, they shall be available to public inspection.

CANON 25, 26

- (3) The Bishop may require such compensation or indemnity as shall seem just and reasonable and may undertake to offer as may be suitable, such supportive services as career counseling and vocational retraining.

Section 5. In the event of the failure or refusal of either part to comply with the terms of such judgement, the Bishop may impose such penalties as may be provided by the Constitution and Canons of the Diocese; and in default of any provisions for such penalties therein, the Bishop may act as follows:

(a) In the case of a Rector, inhibit such Rector from officiating in such Parish until the priest shall comply with said judgement.

(b) In the case of a Vestry or Trustees, recommend to the Diocesan Convention that the union of the Parish with Convention shall cease until they have complied with the Bishop's judgement.

Section 6. If there be no Bishop, the Ecclesiastical Authority shall select a Bishop of an adjacent Diocese to act as the Bishop, and with like force and effect.

Section 7. For urgent cause, the Bishop may extend the time periods specified in this Canon, provided that every reasonable step be taken to expedite these proceedings. All parties shall be notified in writing of the exact length of any time extension that may be provided.

Section 8. Statements made during the course of proceedings under this Canon are not admissible in any proceedings under Title IV of the Canons of the Episcopal Church as adopted by the General Convention. The above rule does not, however, require the exclusion of evidence in proceedings under Title IV, which is otherwise discoverable and admissible, merely because it was presented in proceedings under this Canon.

CANON 26

Presentment and Trial of a Priest or Deacon

Section 1. Whenever any priest or Deacon of this Diocese, not being a Bishop thereof, shall become "liable to presentment and trial" under the provisions of any Canon of General or Diocesan Convention, the mode of proceeding in this Diocese shall be as hereafter outlined.

Section 2. The trial shall be on a presentment in writing, addressed to the Bishop of the Diocese, specifying the offense or offenses of which the accused is alleged to be guilty, with reasonable certainty of the time, place and circumstances. Such presentment may be made by:

(a) A majority of the Vestry of a Parish or by any five members of a Mission, of which the accused is the priest or deacon;

(b) Three priests of the Diocese.

Section 3. Whenever, from public inquiry or otherwise, the Bishop shall have reason to believe that any clergy person is under the imputation of having been guilty of any offense or misconduct for which he is liable to be tried, and that the interest of the Church requires an investigation, it shall be his duty to appoint a Court of Inquiry of five persons, of whom three at least shall be priests, to examine the case, a majority of whom may make such examination, and if there is, in judgement, sufficient ground for presentment, they shall present the clergy accordingly.

Section 4. Any priest or deacon of this Diocese against whom charges are made or evil reports are current, from public rumor or otherwise, may request the Bishop in writing that Court of Inquiry be appointed in like manner to make investigation. No presentment may be made in any case on account of an offense committed more than three years previously.

Section 5. A presentment being made, the Bishop shall have the power to dismiss it wholly or in part if the facts charged do not in his judgement constitute an offense or if only a part of them do. When it is allowed in whole or in part, the Bishop shall cause a copy of it to be served on the accused, setting a date also in this notice when it shall come before the Ecclesiastical Court of the Diocese, at least thirty days later.

Section 6. The court shall consist of three priests and three lay people, nominated by the Bishop and elected annually by Convention. Vacancies on the Court may be filled by the remaining members. A majority of the members shall be sufficient for trial.

Section 7. If a priest or deacon presented shall confess the truth of the facts alleged in the presentment, the Bishop shall pass sentence according to the provisions of the General Church Canons.

CANON 26, 27, 28, 29

Section 8. The accused shall have the right to challenge any members of the court for good and sufficient causes, which causes are to be determined by the remaining members of the Court.

Section 9. If a priest or deacon presented, after having had due notice, shall not appear before the Court for his trial, the Court may proceed as if he were present.

Section 10. In trial, the Court shall hear such evidence as shall be produced, which shall be reduced to writing and signed by the witnesses respectively. The Court shall state its judgement to the Bishop as to the sentence to be pronounced, and he shall proceed accordingly.

CANON 27
Questions of Procedure

The latest Revised Edition of Robert's Rules of Order shall determine questions of procedure not specifically provided for in these Canons.

CANON 28
Amendment or Repeal

These Canons may be amended or repealed or new ones enacted at any Annual Meeting of Convention by vote of a majority of each Order. Such changes, new Canons, or the repealing of a Canon now in effect shall first be submitted to the Committee on Canons as provided in Canon 4.

CANON 29
Date of Taking Effect

These Canons, and all Canons or amendments hereafter enacted, unless otherwise ordered, shall take effect upon the adjournment of the meeting of Convention at which they are enacted; or immediately upon adoption if consent by unanimous vote of Convention is given.

Convention, November 1989

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79th Annual Convention

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DIOCESAN ALTAR GUILD

Your resource for projects, new materials, advise and information has multiplied at Diocesan Altar Guild. Some of our 24 ladies shop from the Orient to England gathering tidbits, tips, and silks for Diocesan needs. Our goal is to provide assistance to all requests - however long that effort takes (one inquiry endured a six month search).

Many provisions for missions and parish loans resulted from gifts or donations out of the bounty of others. These blessings came from St. Stephen - Oak Harbor, St. Augustine - Freeland, Emmanuel - Mercer Island, St. Bede - Port Orchard, St. Paul - Port Townsend, St. Luke - Sequim, St. Peter - Seaview, St. Mary - Lakewood, St. Peter - Seattle; retirees of Kent, Seattle, Ocean Park, and Hawaii. Numerous other gifts were anonymous!

Enthusiasm increases with the preparation of kits for new missions. We continue giving resources for polish, wax remover, and laundering hints. Do call us!

At Diocesan House on Tuesdays 10 am - 3 pm
most Wednesdays 10 am - 1 pm
Annual dues \$10 parish / \$5 mission
Annual Meeting October 1989

Respectfully submitted,
Sherry K. Garman, Directress

COMMISSION ON CHURCH ARCHITECTURE REPORT 1989

During the report period, the Commission met three times: March 16th, March 3rd, and July 13th. During that period, the plans for the following churches were reviewed.

St. Columba's, Des Moines, Edward Weinstein and Associates, Architects. In March the basic concepts underlying the preliminary design discussed and approved. The Commission requested that the Congregation appear again as the actual plans progressed, and that a summary budget of the construction be presented.

St. John's, Gig Harbor, Mr. David Freeman of Snodgrass and Freeman, architects. This proposal deals with the redesign of the present building to redesign the entry, the nave, the office space, and sacristy. The Commission members raised a number of questions and made some recommendations. It approve the proposals subject to the consideration of the recommendations which had been offered, and requested that the long range plan be filed in the County and Diocesan Offices.

Architect Commission Report cont'd

Holy Family of Jesus, Tacoma, Mr. Norman Wall, architect. In May the Commission reviewed the final changes made in the plans, and made recommendations dealing with liability insurance, contractor bonding, local ordinances dealing with landscaping, and issues dealing with the funding of the project. With conditions attached reflecting these recommendations, the Commission approved the plans.

St. Mark's Cathedral, Seattle. While the Cathedral has not appeared before the Commission to discuss its projected renovations and final rebuilding plans, the Commission has been kept informed of the progress, problems, and proposals.

The Church of Our Saviour, Monroe, Mr. Michael A. George, architect. The proposal was to renovate and redesign the present building (formerly two separate small homes with the intervening space being bridged over) to provide better access to the education unit, provide toilet facilities, and improve the access to each of the Church and Parish Hall buildings. The Commission members made a number of recommendations to be considered, and requested that the representatives meet with Dr. Hodges regarding financing the projects, and return to the Commission for further consultation.

Miscellaneous Matters. The chair, in the role as Archdeacon of the Diocese and concerned with the development of new congregations, reported that consideration was being given to the possibility of designing a "first unit" to be prefabricated, which was multipurpose and expandable which would be installed on the land as early as possible in order to provide a sure congregational foundation for such missions. A host of unanswered questions about financing, design, and costs are to be worked out. Regarding the oversight of buildings under construction in mission congregations. At the request of the Board of Directors of the Diocese of Olympia, Inc., an arrangement has been worked out whereby a member of the Commission would be designated "Owner's Representative" and would make periodic but unscheduled visits to mission church buildings under construction to check on the progress and condition of the work in progress. The Owner's Representative would be authorized to require changes in the name of the Diocese. The incidental costs of such visits and mileage would be charged against the congregation and is to be regarded as a regular cost item of construction.

In March, the chair announced that he would retire at the end of July 1989 but would continue as chair at the Bishop's pleasure. Mr. Austin Grant was asked and accepted an appointment as Assistant Chairman of the Commission.

ANNUAL REPORT OF THE DIOCESAN ARCHIVIST

This year the format for my Annual Report will be a bit different. I thought perhaps you would like to know something about my activities through the year from a statistical standpoint.

Hours worked: about 1200 total or 25 hours a week
Answered 103 requests for information from churches,
individuals, clergy and staff.

The biggest project of the year was the request by Mr. Veblen of the Constitution and Canons Committee to compile the reports, action and official copies of all the Canons from 1950 to the present and make an index of the changes. This was done with the help of my husband who did the index. Twenty seven were required to do the index. We made four copies of the compilation.

There were 9 requests for confirmation information. These were answered by using the Confirmation program on the Education Resource Center Computer. Mr. Bob Moreland has worked 1 year and 2 months on entering the Confirmation Records through 1989. We now have 73,693 records in the system. We can search by year, name, church, and clergy.

Photograph reproduction requests have increased. In order to efficiently fill the requests, a Photo Reproduction Policy was developed. A copy can be obtained on request. We had an average of one request per month.

In February, at the Program Convention, I presented two workshops. One was on Parish Archives and the other on Records Management for the local church.

Six formal Tours of Diocesan House were given. We obtained some of Eliza Ferry Leary's bedroom furniture. It was crafted in 1908 in Seattle by Davis and Halbert.

Requests were received from 3 churches for consultation and help with their office records and archives.

Participated in 2 conferences on Disaster Planning and gave a presentation on my experiences as a result of our fire. One was for the Association of Records Managers and Administrators and the other was for the Seattle Area Archivists.

Attended two national conferences; National Episcopal Historians Association at Trinity College Hartford, Conn. and Archivists/Resource Librarians at the Kanuga Conference Center, Hendersonville, N.C. At the Hartford Conference, I gave my Disaster Planning Presentation as part of the program of the conference.

Diocesan Archivist Report cont'd

This year I have continued my association with the Diocesan Resource Center. We cooperate on the Confirmation Records Program, the Archival books collection, microfilms and historical information requests that come to the Resource Center. Jan Matsumoto, the Diocesan Resource Center Librarian, and I attended 2 conferences together. One was on copyright law for churches and the other was the Kanuga conference mentioned above.

St. Stephen's Church, Seattle, asked me to make a presentation to their Adult Education Class on the History of the Diocese. I did this by using materials from the Archives to illustrate events in our Diocesan History. The Diocesan Episcopal Church women asked me to speak at one of their meetings held at Trinity Parish, Seattle. My talk included a brief outline of the History of Trinity Parish and a challenge to the women to collect their own stories and oral histories for the future.

On December 1st. I made my last presentation of the year to the Diocesan Council at their annual Get-Away. They asked me to speak about our Records management Program for the Diocese and its relationship to Council.

Respectfully submitted,
Peggy Ann Hansen, Archivist

REPORT FOR THE ANNIE WRIGHT SCHOOL

The Annie Wright School began the 1989-90 academic year with a record number of students, ten new faculty and staff, and a diverse student population in the Upper School, including nineteen international students who represent nine foreign countries. Physical improvements continue to be made on the building and grounds, with emphasis on the kitchen and dining rooms. After an extended four-month leave of absence, Headmaster Robert Klarsch began his seventh year rejuvenated, invigorated and ready to tackle new challenges.

The School opened the year with 370 students, an increase over last year's record-breaking enrollment of 356. The Lower School has 204 students, 81 of whom are boys. The Middle School, which is fully coeducational this year, enrolled 24 boys and 50 girls in grades six through eight. The Upper School has 94 young women enrolled in grades nine through twelve. Six Middle School girls board, as well as 58 Upper School students, making a total of 64 resident students. This year's 19 international students come from Thailand, Taiwan, Canada, Japan, Australia, Korea, Mexico, England and West Germany. The Admission Office was pleased with the caliber of new students enrolled.

Annie Wright School Report cont'd

Students in our 1989 graduating class were accepted at a variety of competitive colleges and universities, including Occidental College, Whitman College, the University of Washington, the University of San Francisco, Smith College, Cardiff University in Wales, Willamette University, the University of Puget Sound, Barnard College, Muhlenberg College, the University of British Columbia, Pacific Lutheran University, Gonzaga University, Princeton University, the University of the Arts, Sophia University in Japan, Marymount College, and the University of California at Berkeley. This year's seniors began to discuss college admission in September and the School hosted numerous representatives from colleges and universities from around the country. College counseling, interviews, campus visits, and college applications are very much a part of every senior's life at Annie Wright.

Under the able direction of Upper School Director Lily Driskill, the Upper School curriculum and program has undergone some positive changes that went into effect this academic year. Changes include mandatory participation in extracurricular activities, a greater emphasis on women's issues, and a broadening of global awareness. Japanese as a foreign language is being offered, as well as numerous specialized electives for juniors and seniors.

Although the School has been without a Chaplain since June, religious life has continued to thrive. Chapel is still held twice a week with students and faculty planning the services. In addition, many community outreach efforts are being made. Once a week, students make popcorn and share stories with elderly nursing home residents. Once a month, students cook breakfast for approximately 200 homeless people at a local soup kitchen. And every Saturday, students help in the renovation of a home that will house people who are dying of AIDS. AWS is strongly committed to teaching its students how to be compassionate human beings.

Athletics at Annie Wright are flourishing. Last winter, the Middle School boys basketball team was undefeated. This fall, the Upper School volleyball team placed first at the District Qualifying Meet, the first time in the history of the School, enabling them to participate in the District Tournament. The junior varsity volleyball team was undefeated, winning 16 games in a row. Also, an Upper School cross-country runner came in fourth in the Sea-Tac League, qualifying her to run in the State Meet. At the Middle and Upper School level, AWS fields fourteen athletic teams each year, and this spring, the School will field a Middle School boys baseball team for the first time. AWS faculty and administrators agree that athletics provide an opportunity for learning to take place outside of the classroom.

Annie Wright School Report cont'd

The AWS Parents Association has continued to support the School in a multitude of ways, from fund-raising to parent enrichment. In November, a record-breaking \$28,000 was raised by the Association's annual Crab Feed and Auction. The AWS Ambassadors, an offshoot of the Parents Association, have been busy working with the Admission Office in promoting the School in their communities.

The Backus Merit Scholarship Competition, now in its fourth year, has attracted a significant number of diverse and intelligent girls to the School. Of the 23 girls who competed for the two scholarships last April, 12 enrolled, in addition to the two recipients. This spring the School will sponsor another scholarship competition in addition to the Backus Competition. The Harriet Broughton Bishop Competition will award need-based scholarships to young women from rural communities in Oregon, Idaho and Washington. AWS is dedicated to attracting qualified academically-capable students to the School.

The Annie Wright School welcomed seven new members to its Board of Trustees: Roger Bass, Dr. Barry Anton, Constance Condon, Douglas Dorr, Peter Wallerich, Anne Hofius and F.W. Farron. Thanks to the prudent management by the Board, the School has balanced its operating budget for the 14th consecutive year.

With an increased focus on community service and extracurricular programs, the Annie Wright School remains committed to educating its students to be well-rounded, independent individuals.

REPORT OF THE BOARD OF DIRECTORS Diocese of Olympia, Inc., 1988-1989

During the period from November 1988 through September 1989, the Board of Directors met five times: November 10, 1988, March 16, May 18, July 13, and September 21, 1989.

The Bishop welcomed the Rev. John Schaeffer, Rector of St. Luke's, Renton, Mr. Samuel H. Brown, and Mr. William E. Schneider as new members. Mr. Schneider will begin his second term of office.

Officers elected and Committees Appointed

The following were elected:

President	The Right Reverend Robert H. Cochrane
V.P. Finance	Dr. James F. Hodges
V.P. Admin.	Mr. Ray Copin

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Board of Directors Report cont'd

Secretary	The Ven. Paul E. Langpaap
Treasurer	Mrs. Joyce McConnell
Assist. Secretary	Mrs. Ruth S. Adams
Assist. Treas.	Mrs. Christine Smith-Clark

The following committees were appointed.

Investment and Trust

Mrs. Joyce McConnell, convenor
Mr. Norton Clapp
Mr. William Wilton.

Loan

Dr. James F. Hodges, convenor
Ms. Patsy Turnipseed
Mrs. Kate Webster
The Rev. James H. Blundell

Property

Mr. William E. Schneider, convenor
Mr. Samuel H. Brown
The Rev. John G. Schaeffer

Chancellor reports

In November 1988 the Chancellor requested action by the Board to approve an amendment to the by-laws to bring them into conformity with the changes made by the State of Washington dealing with director liability and indemnification. The Board approve the amendment by mail, thus allowing the amendment to be presented to the up-coming Diocesan Convention for final action.

He also reported on the problem relating to the completion of the construction of St. Benedict's Mission building in Lacey. The Board authorized the chancellor to contact the contractors (SeaCon Corporation) and to request that the unfinished work be completed within ten days of the receipt of the letter, and authorized the Property Committee to employ new contractors, if necessary, and to fund any necessary work which needed to be completed. The costs of such work are to be charged back to the and be paid by St. Benedict's.

In March it was reported that the adjustment in the agreement between the Roman Catholic Archdiocese and the Episcopal Diocese of Olympia on behalf of St. Columba's Mission, Des Moines had been delayed because of some long standing property line encroachments by neighbors. The decision of the archdiocese as to which solution they would use would, of necessity also require a change in the agreement between the two jurisdictions.

Board of Directors Report cont'd

He reported that the Diocesan Council needed more time before it could make any recommendation regarding the possible sale of the Bishop's House. It was however, against the idea at this time. The Standing Committee had not yet reported.

The Chancellor called for and received approval of the principle that the Board of Directors is the responsible party for the supervision of all contracts and construction of mission buildings and other diocesan properties.

Called for and received approval of a motion allowing the President of the Board to designate an Emergency Committee composed of the President and two other Board members who are not officers, with power to act on behalf of the Board when necessary between meetings or when emergency situations require immediate action. The Emergency Committee must report to the next meeting of the Board, and its decisions are binding upon the Board.

Called for and receive approval requiring monthly financial statements relation to such funds for which the Board is responsible.

Raised the question as to whether the existing Insurance Committee (now independent of the Board) should be a Committee of the Board. Discussion followed but no final action was taken.

Committee Reports and Actions

Investment and Trust Committee, Mrs. McConnell, convener.

Mrs. McConnell called for and received approval of Mr. Michael Gillespie, CPA as Auditor of the Diocesan Account for 1989.

In November 1988 it was reported that the screening committee seeking candidates for the position of the Diocesan Development Officer had advertized and had screen eighteen applicants and focussed on five candidates. The names will be presented to the Bishop for his final decision and appointment. The Bishop selected and appointed Ms. April Gaines as of February 1, 1989.

At the March meeting, Ms. Gaines presented a draft outline of the future program looking to February 1990 to begin contacting persons for lead gifts which amount to from 40 to 50% of the objectives of the program before it goes to the public.

At the May meeting Ms. Gaines presented an up-date on the Development Fund activities and announced that four consultant

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Board of Directors Report cont'd

firms were being reviewed. One has been employed, work will begin to develop a case statement and conduct a feasibility study which should be completed by early Fall.

In May it was announced that St. Mark's Cathedral had announced its plans to raise from five to seven million dollars to repair and renovate the Cathedral building. Effort to coordinate the Cathedral's program with that of the Diocese have not been fruitful.

In July Ms. Gaines announced that in response to a request on the part of the Diocese, the Simpson Reed Foundation had awarded \$45,000 toward the Diocesan House landscaping project to be paid in \$15,000 increments over three years.

At the same meeting it was announced that Grenzebach and Associates of Chicago had been engaged for the planning of the long range program, draft a case statement and conduct a feasibility study. The work will cost \$65,000. The Board members offered some suggestion amending the terms of the contract.

Regarding the Bishop's House. At the March meeting it was announced that the bishop-coadjutor elect had decided not to live at 1147 Harvard East, Seattle. The Board authorized the sale of the property for cash, and not contingency. The proceeds realized from the sale are to be added to the principal of the Episcopal Endowment Fund account and invested in the James F. Hodges Diocesan Investment Fund.

At the March meeting, authority was given to purchase 3112 West Viewmont Way West, Seattle at a price to be negotiated but not to exceed \$440,000. Of that amount, \$340,000 is to come from the Building Loan Fund, \$100,00 from the Mission Development Fund. The portion from the Mission Development Fund is to be repaid as the first obligation.

Since the Diocese was authorized to buy the property, action was then taken to provide authority to sell said property to the bishop-coadjutor elect, requiring \$100,000 as a down payment with the balance to be repaid over 30 years at a 6% interest with no penalty for early repayment. The sale is to be by a Deed of Trust, not a contract.

At the May meeting, Ms. McConnell requested that the stipulation authorizing the purchase of 3112 West Viewmont Way West, be transferred to purchase property at 2591 Magnolia Blvd. since the Warner family upon a second examination decided they did not want that particular house. Authority was given to purchase the Magnolia Blvd. property for a price not to exceed \$415,000.

Board of Directors Report cont'd

In July it was announced that the Magnolia Blvd. property had been sold. The Board of Directors authorized a loan of \$363,000 to Vincent and Janice Warner in order to allow them to purchase a home at 5586 152nd Place S.E., Bellevue. In September the Board authorized an additional \$4,482.47 in order to cover some additional construction, making to total loan \$367,482.47. It was moved and passed that the loan shall be paid within six months after Bishop Warner ceases to be bishop for whatever reason.

Regarding Liability Insurance. The Diocese was advised by the Church Insurance Corporation that the rate will be increased by 25 in 1989, and 25% in 1990, and that the full amount will be expected thereafter. Parish congregations being separate corporations will no longer be covered by the Diocesan coverage but will be responsible for their own insurance liability coverage.

Regarding Costco Corporate Preferred Credit Card. Because the Refugee Resettlement Program must provide basic furnishing and utensils immediately in order to resettle new arrivals, the Board authorized the Refugee Resettlement Program to charge for such items up to \$5,000.

Property Committee

Regarding Mission Congregation property, purchase and sale of. In November 1988, the Board approved the purchase of five acres of land in Lopez Village for Grace Church, Lopez, at the cost of \$70,000, and authorized the expenditure of an additional \$30,000 to cover the costs of moving the present building to the new site. The congregation has the funds received or pledged, to cover the cost of the purchase.

In Mark, the Board authorized the purchase of 4.77 acres of the S.W.corner of 244th Ave. N.E. and 18th Street, Redmond, for the new mission to be established; on the Sammamish Plateau. Cost: \$145,550.12.

In March the Board authorized the sale of the real estate in Everson at the most favorable price. The building has had to be razed due to storm damage. The mission was closed at the request of the few remaining communicants two years ago.

In March the Board authorized the sale of three acres of the parcel now occupied by St. Columba's Mission, Des Moines to the United States Postal Service for \$400,000. The mission will be allowed to occupy the remaining land and building for a rental of \$1.00 for two years, and be responsible for razing the existing structures when the congregation moves to its new quarters on Military Road.

Board of Directors Report cont'd

Also in March, the Board approved the construction of a new church plant for Holy Family of Jesus, Tacoma at a cost of \$310,000. The cost is covered by \$180,000 in gifts and grants, \$75,000 in pledges, and a loan of \$65,000 from the Church Building Fund of New York, at 9% for a ten to twenty year period.

The Board authorized the purchase of 9.5 acres of unimproved real estate for St. Hugh's, Allyn at a cost of \$45,307.03, \$5,000 of which was paid directly by the mission. A strip of approximately two acres on the north side of the plot was discovered never to have been platted. The previous long time owner of the purchased piece had always assumed that the strip was in fact in his plot. The mission has been advised to improve the area in order to insure ownership by adverse possession.

The present church building was deeded to the Episcopal Diocese from the Community Church Incorporated with a reversionary clause that in the event the Episcopal Church no longer used the building for worship, it would revert to the Community Church Inc. The Community Church Inc. no longer exists. The Board was of the opinion that when the Diocese no longer uses the building, it should be deeded to the community of Allyn.

Regarding other Property Matters.

In September the Board approve the request of St. John's Parish, Kirkland to borrow \$100,000 from the Building Loan Fund at 10% for three years to be used to purchase a one story office building adjacent to the Church to be used for the parish resource center.

Regarding Huston Conference Center and Camp Huston.

In November 1988, Mr. Copin reported that the Fund available through the Horn Fund income, eight new cabins will be constructed (approximately \$45,000), the sports field improved (approximately \$9,000), and improvements made in the kitchen of Curtis Lodge (approximately \$4,335.) The cabins are to be ready for occupancy in June.

In May it was reported that the north wall of Curtis Lodge must be repaired. The cost was estimated between \$6,000 to \$10,000. In July it was reported that the actual expenditure was about \$7,000. The swimming pool heater was replaced at approximately \$5,000, and the kitchen stove replaced at \$5,000. The Huston Committee and the staff would be working on the 1990-1991 project list which will be mailed out to the Board members.

Board of Directors Report cont'd

Regarding Diocesan House Landscaping.

In November 1988 Mr. Copin distributed a list of separate landscape items which could be special gifts or memorials. In March it was reported that in order to avoid overrun accidents in the north side parking lot of the Diocesan House, twenty concrete bollards will be installed at a cost of \$4,950. At the same meeting it was announced that a request for a grant had been submitted to the Simpson Reed Foundation. For the award see Deployment Officer.

Loan Committee

During this period the Loan Committee did not meet and no reports were offered to the Board.

Sundry Other Matters.

In May the Archdeacon explained the reasons behind the change of the Urban Program and Ministries Trust and replacing it with the Endowment of Mission Ministries. The purpose is to endowment mission ministries by providing the income to be used at the discretion of the Bishop. The Trust is open to all other donors. The Board is enjoined to annually publish the purpose of the fund. The Board authorized the Bishop to consent to the new trust and to sign on behalf of the Diocese.

A resolution of thanks and appreciation was given to the Archdeacon and one to Dr. and Mrs. Donald Hall of Lopez.

At the same meeting the Archdeacon submitted his resignation to the Bishop as Secretary of Convention and Secretary of the Board of Director because he was retiring at the end of July. The Board passed a resolution of appreciation.

Bishop Cochrane announced the appointment of the Revered John Schaeffer, Rector of St. Luke's, Renton as the Secretary of Convention and the Board of Directors elected him as Secretary of the Board..

In September Bishop Cochrane announced that Mrs. Holt Webster and the Reverend James Blundell, Rector of St. John's, Olympia, had completed their term of service and thanked them. He further announced that the September meeting would be his last meeting because he intends to take his vacation leave following Convention before his official retirement as of December 31, 1989. The Board rose to express its unanimous appreciation for the Bishop's leadership, vision and commitment.

Respectfully submitted
Paul E. Langpaap

REPORT OF THE CHARLES WRIGHT ACADEMY

The academic year 1988-89 was a banner year for Charles Wright Academy in all areas: athletics, academics, and the arts. The school opened with an enrollment of 537 students and an anticipation for a very good and productive year on the part of the faculty and administration. This is Headmaster Robert W. Minnerly's third year as head of the school, and among his objectives for the year was to bring about a financial stability and sound business practices.

There were several outstanding academic achievements during the course of the year that made 1988-89 special. First, the number of National Merit Finalists and Commended students was among the highest ever achieved in the school. Seven students were identified as National Merit Finalists and five were identified as Commended Scholars, giving the school a total of twelve distinguished students selected from a total of 42 in the graduating class, a significant ratio. The second achievement was that of college placement where not only was quality of schools and selection diversified, but the selection range and scope of schools increased, indicating that students were looking with more open minds at the possibilities for college.

In the lower school a new concept in teaching languages was attempted. Japanese & Spanish was introduced at the sixth grade level. French had previously been taught at lower school. Sixth graders had an opportunity to take one trimester in each of the courses to introduce them to three different cultures and to develop a base from which to choose their language of study at the middle school level. Such an exposure gave them an opportunity to see what they might enjoy and to make some reasonable, valid decisions when it came time to select a language.

Probably the crowning achievement, however, was the selection by the United States Department of Education and the Council for the Advancement of Private Education that Charles Wright be recognized as a School of Excellence at the secondary level. The selection process was rigorous. Charles Wright had to make a lengthy report application for consideration. Second, there was to be an on-site visit by educators to evaluate and assess how accurate our application was & to somehow capture the essence & tone of the school. Third was the eventual screening. We are happy to announce that Charles Wright Academy was one of three schools affiliated with the Episcopal Church to be selected as a School of Excellence. It was one of 41 private or independent schools in the United States. Mr. Barry Acker, principal, & Mrs. Lowell Butson, chairman of the board of trustees, attended a ceremony at Washington D.C. where President Bush & Education Secretary Cavazos made presentations of a flag & plaque.

Charles Wright Academy Report cont'd

In staffing the school, there was an attempt to achieve diversity among the faculty. And, in addition, Charles Wright hired its first female chaplain in its history, Mrs. Nancy Edwards, who served for one year in that capacity.

Athletically, Charles Wright varsity athletic teams enjoyed a prosperous year. The varsity boys' soccer team won the State championship and the Nisqually League championship in the "A" Division. Charles Wright women's soccer team won the Nisqually League championship but was eliminated in the State playoffs. The football team, which had suffered more than its share of defeats in recent years, played an independent "B" schedule and completed its season with a 7-1 record, a considerable improvement over previous performances. In basketball, the girls came in second in the Nisqually League and made it through the first round of the playoffs with the best record for girls' basketball in the school's history. Girls' tennis in the fall also won the League championship, District championship, and sent three players to State competition. Boys' basketball lost an opportunity to get into the playoffs by one point with a shot at the buzzer by the opposing team. Moving into the spring, boys' golf and tennis both bettered their previous records, and both the baseball and girls' softball teams made the playoffs. Not before at CWA had there been an athletic record that could equal the current record.

In the arts, the performance of Camelot continued the tradition of extraordinarily fine dramatic productions on the part of the students.

Major physical improvements included the completion of a fire and security loop around the campus, the completion of re-roofing three major buildings, the development of a planned maintenance program, the upgrading of our school's transportation system, and increased administrative computer usage. Our annual giving again exceeded the assigned goal, and the Academy Art Auction brought in an additional \$14,000 to be directed toward faculty salary endowment.

Financially, the school's balanced budget and system of accounting gave the administration confidence that such an objective should be part of each year's planning process. In addition, the school embarked on a long-range planning process that spoke to immediate needs and future visions.

Student activities such as Natural Helpers and some of the community service projects continued the fine tradition of concern for others outside ourselves with many students involved in service projects.

Charles Wright Academy Report cont'd

Graduation 1989 was the final commencement program at CWA for Bishop Robert Cochrane. A member of the CWA Board of Trustees and a friend of the school, Bishop Cochrane attended and presided over 17 such CWA exercises. He will be missed.

Mr. Robert W. Minnerly, Headmaster
Charles Wright Academy

THE CHURCH PENSION FUND REPORT

Enclosed is the annual accounting of grants in force in your diocese as of July 30, 1989. It includes benefits to retired and disabled priests, surviving spouses, and dependent children canonically resident in your diocese.

I am also pleased to report to you that our beneficiaries in the Church's 98 dioceses received a total of \$45,199,542 in benefits in the fiscal year ended March 31, 1989. The more than \$4.6 million increase over the previous year reflected both improvements in benefits and a rise in the number of beneficiaries.

A comparison in benefit payments in fiscal 1989 and 1988 follows:

<u>Beneficiaries</u>	<u>1989</u>	<u>1988</u>	<u>1989</u>	<u>1988</u>
Retired Clergy	3,136	2,941	\$29,897,973	\$26,703,759
Disabled Clergy	391	382	3,825,175	3,374,961
Widowed Spouses	2,049	2,012	11,259,235	10,216,612
Dependent Children	<u>221</u>	<u>230</u>	<u>217,339</u>	<u>232,760</u>
Totals	5,797	5,565	\$45,199,542	\$40,528,092

The Fund's investments continue to do well, I am gratified to report. As we noted in the 1989 Annual Report, The Fund's assets increased by more than \$160 million in the past year, rising to \$1,583,000,000 at fiscal year-end. This strong asset base is reassuring for the future, especially at a time when the course of the economy over the next few years is marked by greater than normal uncertainty.

With all good wishes for the success of your annual meeting,

Sincerely,

Robert A. Robinson, President

Church Pension Fund Report cont'd

GRANTS IN FORCE AUGUST 02, 1989

Age Retirement:

ROBERT L. BAXTER, JR.	12,634.80
MARVIN H. BLAKE	10,746.00
WALLACE E. BRISTOL	11,797.20
MELVIN R. BROWN	2,029.20
J. REGINALD BUTT	10,249.20
PHINEAS M. CASADY	14,944.60
IVOL I. CURTIS	21,458.40
MARSHALL J. ELLIS	6,978.00
WILLIAM FORBES	10,374.00
RAYMOND E. GAYLE	12,409.20
JOHN L. GRETZ	15,018.00
DAVID H. JACKSON	2,088.00
WILLIAM C. JOHNSON	8,073.60
RICHARD A. JORDAN	6,390.00
HAROLD G. KAPPES	7,794.00
PAUL E. LANGPAAP, D.D.	25,276.80
HAROLD K. LAWRENCE	4,054.80
JOHN MANN	13,695.60
POLAND H. MILLER	9,638.40
GEORGE F. PRATT	7,694.40
JOSEPH B. SALTER	12,205.20
CLIFFORD L. SAMUELSON	12,274.80
JOHN F. SLEE	2,640.00
HOMER H. SMITH	4,932.00
SALVADOR JOSE VICENT	10,119.60
JOHN H. VRUWINK	27,253.20
DOUGLAS R. WANAMAKER	5,210.40
W. ROBERT WEBB	19,792.80
	307,783.20

Early Retirement:

GORDON-HURST BARROW	8,077.20
DENNIS J. BENNETT	7,790.40
SYDNEY H. B. CROFT	6,804.00
CHARLES A. FORBES, JR	16,026.00
RICHARD W. GARLICH	9,248.40
WILLIAM J. HUNTER	3,367.20
EDWARD D. LECHE	13,769.40
ELMER F. LOFSTROM	10,233.60
H. FREDRICK McLAUHLAN	20,796.00
HUGH MILLER	4,734.00
JOHN J. MILLER	1,100.40
ERNEST S. RADCLIFFE	8,492.40
CHARLES F. SCHREINER	9,632.40
HENRY F. SEAMAN	16,684.80
OLIVER B. SKANSE	4,369.20
STUART M. STEWART	4,369.20
JOHNSON E. WEST	8,533.20
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Church Pension Fund Report cont'd

Disability:

TREVOR DEARING	13,648.80
LAURA C. FRASER	9,186.00
E. JOHN LANGLITZ	16,564.80
ROBERT D. McFARLAND	7,854.00
DAVID D. McGIRR	2,371.20
JOHN R. B. VANCE	8,277.60
	57,902.40

Surviving Spouse Benefit:

DOROTHY P. AVERY	5,971.20
GERTRUDE E. DUDLEY	3,326.40
C. JEAN T. BARNES	1,617.60
ELODIE D. CARLTON	4,417.20
MARGARET L. CHRISTIE	7,821.60
CYNTHIA S. COPELAND	2,833.20
VERA F. CRUMB	1,425.60
MIRIAM A. A. CUMMINGS	5,439.60
JANICE M. GOMAN	388.80
ESTELLE C. R. GRAY	5,521.20
WINIFRED A. HEVENOR	2,553.60
EDITH S. HITCHCOCK	4,214.40
CONSTANCE L. H. HOLMES	3,964.80
ESTHER A. HULTS	4,396.80
JEANETTE M. INGERSOLL	5,635.20
ELVIRA L. JESSETT	5,971.20
PAGE W. KUHN	1,958.40
FAITH G. LEFFLER	9,115.20
ELIZABETH G. LORD	2,868.00
GRACE M. MCKINNEY	3,049.20
AGNES W. McNEIL	7,843.20
BARBARA J. MERRICK	2,246.40
WINNIFRED A. RICHARDS	3,922.80
HILDA M. PRICE	4,665.60
EMMA C. SCHILLING	4,593.60
MILDRED W. SIMMS	5,479.20
JANE N. STOCKWELL	8,404.80
ALICE S. VALL-SPINOSA	6,043.20
MARY V. YOUNG	2,433.60
	128,121.60

Child's Benefit:

BRIAN E. HITCHCOCK	1,200.00
SHANNON KUHN	582.00
	1,782.00

GRAND TOTAL

652,650.00

REPORT OF THE COMMISSION ON DIOCESAN CONGREGATIONS

During the report period, the Commission met on November 10, 1988, and during 1989 on January 12, March 9, May 11, July 13, and September 14.

In November, the Chair thanked the members who had completed their term of service: Jean Perry, Rosemary Walrod, and Carolyn Allendoerfer for their service and welcomed Charles Huggins, the Reverend Michael Jarvis, and Mrs. Sue Golden as new members.

Mr. James Christie was nominated and unanimously elected as Vice Chairman of the Commission.

In response to the announcement that the Diocese expected a reduced support and thus a reduced Commission budget,, the question of keeping the Real Estate Purchase item in the C.D.C. Budget as a budget item was discussed, and the status of certain parish congregations receiving diocesan aid was clarified, into those which fell under earlier agreements, and those which now fall under the stipulations of the new canon.

In opposition to the interpretation of the Personnel Commission, the C.D.C. reaffirmed its position which holds all grants to congregations as essentially support for maintaining ministry and not for general congregational program.

The 1990 Budget Committee was appointed: the Rev. George King, convener, Mr. James Christie, and the Rev. Michael Jarvis.

The second two year cycle of the Congregational Vitalization Program had been initiated with the mission congregations St. Margaret's, Seattle, St. Philip's, Marysville, St. George's, Maple Valley; and parish congregations Trinity, Everett; Trinity, Seattle; St. John the Baptist, Seattle; St. Andrew's, Port Angeles; and St. Andrew's, Aberdeen participating. Later, St. George's, Maple Valley withdrew.

The Regional Archdeacons reports included items regarding the Overlake Mission Extension Committee (OMEC), the parochial mission organized by St. Luke's, Ballard, the purchase of real estate within Lopez Village by Grace Church, Lopez; that Holy Spirit, Battle Ground had celebrated Evensong at the new property; that Archdeacons Langpaap and Christie had met with the Rector and some Vestry persons at St. John's, Centralia to discuss the options for the future of the congregation; that the Grays Harbor Missioner program was proceeding as planned; that a new vicars had been appointed for St. Joseph and St. John's, Tacoma, St. Hugh's, Allyn, and St. Nicholas, Tahuya; and that an exodus of membership from St. Christopher's, Olympia has had a serious impact upon the congregation and its financial support.

Diocesan Congregation Report cont'd

In January, the Commission allocated \$265,800 in grants to missions; \$173,500 for special programs; \$17,000 for New Work; and maintained a reserve of \$5,000 to a total allocation of \$460,500.

Two policies were approved, one regarding grants to missions during a clerical vacancy, and the other, regarding the responsibilities of the interim priest. Regarding grants: When a clerical vacancy occurs in a mission congregation receiving a grant, the grant automatically stops, unless the congregation can present a revised budget (omitting the salary and perquisites but adding the supply clergy costs) to show, 1) the need for some portion of a grant to continue, and 2) the need for some grant to avoid a deficit budget.

Regarding the responsibilities of an Interim. During the period when a congregation is seeking a new vicar, the responsibilities of the vicar devolve to the Senior Warden (as per the implications of the Diocesan Canon); the Interim is not the Vicar; he/she is to perform only those duties requiring the services of an ordained person, and the compensation of the Interim should be at a rate one grade lower than that of the mission vicar, (or the diocesan minimum, if greater), not to exceed half time.

Action on a third policy regarding Aided Parish was postponed to the next meeting.

In addition to progress reports from the Hispanic Ministries, Twin Harbors (formerly Grays Harbor) Missioner, and Regional Archdeacon reports, the chair announced that the Bishop had approved the allocation of unexpended 1988 funds. Of the total of \$41,631, \$10,000 was moved to Ministries Forward to cover the start up costs of the Twin Harbors Missioner, \$23,000 was transferred to Ministries Forward but undesignated, and that the unpaid diocesan assessments of Holy Trinity, Hoquiam, St. Christopher's, Westport, and St. Christopher's, Olympia had been paid for a total of \$ 3,812. The remaining amount of \$4,800 was allowed to lapse. In order to cover the unexpected additional grant request of Holy Family of Jesus, Tacoma, was withdrawn from Ministries Forward to cover busing costs, salaries, and insurance.

In March, the Commission discussed the proposed 1990 budget in great detail and finally adopted a total proposed budget for 1990 of \$526,600. At the same meeting, the C.D.C. approved grants to Parish congregations; \$14,324 to Holy Trinity, Hoquiam, and \$5,000 to St. Michael and All Angels, Issaquah. The Bishop amended the allocations by giving \$15,000 to Hoquiam, and \$10,000 to Issaquah.

Diocesan Congregation Report cont'd

During the reports from the Archdeacons, the chair announced that prospective candidates for the position of Overlake Missioner were being interviewed. Archdeacon Burnett reported that St. Hilda-St. Patrick was developing some exciting plans; that Sedro-Woolley was seeking assistance from the Training and Consultation Services of the Diocese to work out on going problems. Archdeacon Christie reported that Longview, Castle Rock, and Cathlamet have met with the Rev. Skip Reeves as a preliminary to considering the use of Title III, Canon 9 local presbyters. The resignation of the Rector of the Church of the Epiphany, Chehalis has reopened the possibility of combining Chehalis and Centralia; and that the Twin Harbors Missioner program was proceeding according to expectations. In the Peninsula Archdeaconry, the Rector of Poulsbo has announced his resignation some time later in the year; that Sequim was looking toward the Dissolution of Pastoral Relationships, and that St. Christopher's, Olympia was questioning its viability and future.

In May, members of the Commission shared some disappointment at the lack of response to and attendance at the C.D.C. exhibit during the Program Convention, and heard an extended report on the Episcopal Asiamerica Ministry Consultation to be held in Seattle during July.

It was announced that 4.67 acres of land had been purchased by the Diocese for the proposed but as yet not organized congregation on the Sammamish Plateau, and that the former Archdeacon of Spokane, the Rev. Frederick Jessett had been appointed as the Overlake Missioner to begin as of August 1.. A conference of area clergy would be called together to determine the location of Emmanuel Mission; and that the Rector of Bellingham was taking steps to form one parochial mission, and to seek real estate for the formation of a second mission, a diocesan mission, in the general area of Ferndale.

The Regional Archdeacons gave reports up dating the work in their respective areas, and the Hispanic Ministries presented a complete and detailed report of its development to date. Up to date information on Sedro-Woolley was presented, and it was announced that Holy Family of Jesus, Tacoma would relocate from St. Matthew's, Brown's Point, Tacoma, to Christ Church, Tacoma.

At the July meeting, the 1991 Budget Committee was appointed with the Rev. George King, Convener, The Rev. Michael Jarvis, and Mr. James Christie, Vice Chair as members.

The Rev. Frederick Jessett, Overlake Missioner was introduced to the Commission and outlined the principles underlying the formation of the Sammamish Plateau congregation.

Diocesan Congregation Report cont'd

The Regional Archdeacons reported that the Diocese had purchased 9.6 acres of land for St. Hugh's, Allyn; that St. Antony of Egypt had employed an architect to conduct a land use study; the Rev. Mary Ann Peters of Washougal was improving, that the Westport was showing a new spirit and Montesano was showing some new growth. It was announced that the Rev. Peter Snow had been appointed Priest in Charge of Holy Cross, Redmond, and that the Rev. John Bell had been appointed Priest in Charge of St. John's, Snohomish.

This procedure is a departure from the usual selection of an interim priest during the time when a congregation is seeking a vicar or rector. It represents Bishop Warner's belief that for some congregations, a longer interim period is needed, and that the congregation must have responsible clergy leadership during that period in contrast to the limit responsibility of an Interim. A Priest in Charge will not normally be considered as a candidate for the office of Vicar or Rector.

The Rev. Timothy Nakayama noted that 63% of the ships entering the port of Seattle are Asian and thereby of special concern to the Asiamerica Ministries. He noted that the Episcopal Charities Appeal partially supported the Maritime Ministry but raised the question as to whether or not it was not the responsibility of the Diocese to underwrite that Ministry as it had done in the past.

The chair, retiring as Archdeacon at the end of July, thanked the members of the Commission and the Council of Archdeacons for their service to the Diocese and to him.

Bishop Warner took the chair at the September meeting.

The Hispanic Ministries reported on the extent and costs of the present program during the months of July and August. The people being served through El Centro Hispano have indicated a desire for worship services. The Rev. Kenneth Snyder, Vicar of St. Columba's, has scheduled a Spanish language service to be held one Saturday a month beginning in October.

Archdeacon Christie reminded the Commission that the Manual for Congregations needed revision in order to reflect the changes in policies and the new canons.

Bishop Warner announced that the former Archdeacon had agreed to work two days a week until the end of the year as a Consultant for Missions. He continued with remarks about the future. It was the Bishop's belief that the work load of the Diocese required an assistant bishop, but that until he has been able to better understand the Diocese and clarify his goals, he had appointed a Search Committee to set up criteria

Diocesan Congregation Report cont'd

for the position of Archdeacon, to publish the vacancy, and to seek candidates for the position. The Committee will present three names of clergy from within the Diocese from which he will select one as archdeacon.

The Regional Archdeacons reports included information that the Rev. Joseph Carney had accepted a call to be the Vicar of St. Bede's on a less than full time basis; that St. Timothy's, Yelm had completed the first of the three year probation period and will need assistance from the C.D.C to determine whether the potential exists for the congregation to grow. Archdeacon Christie reported on the whirlwind tour of Bishop Warner through out the 20 congregations in the Central and South Convocations, and the need for the new bishop to meet the people being considered as being "called up" as Title III, Canon 9 local presbyters in the Twin Harbors Missioner Program. Archdeacon Burnett announced the appointment of the Rev. Edward Wallace as Vicar of St. David's, Friday Harbor, that St. Paul's, Bellingham has a committee seeking real estate for projected new work; and that the growth in and around Blaine now demands attention of the C.D.S. for more aggressive witness and growth.

The session ended with Bishop Warner raising question as to how well the C.D. C. Members perceived their work as a commission and how ell they understood the commission's purpose. On the whole, the response on the part of individual members show that some had not clear understanding of the communion's purpose, and felt the need for clarification of the purpose of working with missions. Some expressed the feeling that they didn't see that their participation made a difference or was needed, and others felt that were needed as they represent the areas from which they were appointed.

In addition, some members felt that the Commission had to provide leadership to the congregations not merely aid in times of trouble, that the C.D.C needed to "interface" with other Diocesan Commissions in order to define its purpose and work, and needed to be more involved in the congregations in their respective archdeaconries, and needed to consider better public relations with Diocese at large.

Bishop Warner shared his perceptions pointing out that the number of congregations in the Diocese has not changed very much since Bishop Bayne's time, that the commission needed to provide a more realistic vision for may of the congregations, needed to communicate a sense of mission to the mission congregations and parishes alike, and that the C.D.C members were an extension of the Office of the Bishop. He suggested that the members could help by going out to the missions in their area to foster the feeling that the congregations were

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Diocesan Congregation Report cont'd

a part of the Diocese; that the financial condition of the Diocese is getting worse, and that there will be more of the "we-they" feeling if the C.D.C. fails to find ways of helping people feel affirmed and involved. The Bishop ended by remarking that the C.D.C. needed to be clear about its purpose and work, and that the 1990 Commission will need to develop goals.

Respectfully submitted
P.E. Langpaap

REPORT OF THE DIOCESAN COUNCIL

Members of the 1989 Diocesan Council are:

The Right Reverend Robert H. Cochran, President, and the following who were elected or appointed for a four year term which began in:

- 1986: The Reverend James Blundell
Mrs. Mary O. Haller
Mrs. Carol LaBelle
Mr. Douglas Oles, Executive Committee
- 1987: Mr. Duncan Bayne
Mrs. Jane Clemmons, Vice-President
The Reverend Edward Rankin
The Reverend Don Smith
- 1988: The Reverend Barrett Lindsey
Mrs. Jody Prongay, Secretary of Council
Mrs. Carol Teays
Ms. Lucy Thompson
- 1989: The Reverend Paul Collins
Mr. Ronald Cowan
Mr. John Ederer
Mrs. Sue Wohlford

The President of Standing Committee, The Rev. Allan Parker, has served a concurrent one year term as a member of Council, with voice and vote. The Right Reverend Vincent W. Warner joined Council as a member in July.

The Council has also been served by: Diocesan Chancellor, DeWitt Williams; Diocesan Treasurer, Joyce McConnell; Deputy for Administration, Ray Copin; the former Archdeacon, The Reverend Paul Langpaap; Diocesan Director of Education & Training, Betsy Greenman (facilitator); Diocesan Council Recorder, Beverly Glandon.

Diocesan Council Report cont'd

The Diocesan Council, acting as "convention when convention is not in session", meets monthly to conduct the routine business of the Diocese. I do not intend to detail all the decisions made during this year. The minutes of those meetings which contain all the decisions and items of discussion are available at Diocesan House to anyone who is interested. However, these are some highlights which I believe merit special mention. WE:

Celebrated with you, the culmination of the Search process for the new Bishop Coadjutor, when we joined in the ordination and consecration of The Right Reverend Vincent W. Warner, Jr.

Looked at ways to assure good communication within this Diocese, and also with other Dioceses. To achieve this:

At least one Council member is designated to attend every Convocation meeting.

Highlights of each Council meeting have been published in the Evergreen Messenger.

A 1-800 number for Diocesan House is under investigation.

A FAX machine is in use at Diocesan House.

Obtained information in response to the Evaluation Committee's 1988 Convention report. The estimated production cost of an orientation video to be used to assist congregational leadership is \$20,000. Further information regarding the specific focus and use of this video will be gathered for use in considering this project for the 1991 budgeting process.

Communicated to the National Church our concern about the increased percentage of the diocesan budget which needs to be allocated for the National Church apportionment. We requested that the National Church give serious consideration to revising the method currently used to determine this apportionment.

Determined appropriate pastoral action for several congregations facing financial difficulties. This action was taken after those congregations were in consultation with the Assessment Review Board, a subcommittee of Council.

Adopted a Diocesan policy on Alcoholism and Substance Abuse which is applicable to members of the clergy and lay employees of the Diocese.

Diocesan Council Report cont'd

Established a new Housing Committee. This is an independent non-profit corporation acting within the Diocese to develop low-income housing. They will assist and encourage diocesan congregations to undertake low-income housing projects or programs and/or directly sponsor such programs themselves.

Continued to be in dialogue with the Episcopal Charities Appeal (ECA). Council, especially those Council members who serve on the ECA Board, are dedicated to the success of the Episcopal Charities Appeal. We support the broad participation of the Diocese in this undertaking.

Received a report from the Evangelism Committee about the Decade of Evangelism which begins in 1990. With Bishop Warner as our facilitator, we began considering Council's role in meeting the evangelism goals established by the mandate of General Convention.

Participated with Bishop Cochrane to determine the project to be funded by a seed money grant from the United Thank Offering (UTO). A \$1,500 grant given by the Episcopal Church Women to the Bishop at the General Convention was divided between two recipients. A latchkey child care project sponsored by St. Stephen's, Longview, and "Sharing Our Lives," an ecumenical teen-age pregnancy project in which St. Andrew's, Port Angeles, is involved, shared this UTO grant. It is hoped that these projects will serve as examples for other congregations.

I would like to encourage you to talk with Diocesan Council members. It is almost impossible to convey to you on paper the amount of energy and dedication present at Diocesan Council meetings. Each of us wants to be well informed about the concerns and interests of this Diocese. We can only do that by being in conversation with you.

I have enjoyed being a part of this Diocesan Council and feel particularly honored to have served as Vice-president for the past year.

Sincerely,
Jane G. Clemmons

REPORT OF THE BISHOP'S COMMISSION ON EDUCATION - 1989

The purpose of the Bishop's Commission on Education is:

To SUPPORT those who are carrying out Christ's Ministry in NURTURING communities by HELPING PROVIDE an educational base for Christian growth which may ENABLE congregations and families to become communities where RECONCILIATION happens and is SHARED.

The B.C.E. sponsored and participated in events for education leaders in congregations. These included: a display and information at the Program Convention in April, the annual Cathedral Day in May, the annual Christian Education Leader Day in June, the annual Teacher Education Event in September, and the Education Display at Diocesan Convention. In the course of these various events, the education commission connected with over 1,500 people.

Cathedral Day celebrated the friendship with the Holy Family of Jesus Episcopal Cambodian Congregation. The missionary offering collected, in the amount of \$1,898.99, was earmarked for the work of that congregation. An entire van load of gifts was also distributed to the congregation. Over 145 members of Holy Family of Jesus travelled to St. Mark's Cathedral to participate in the day of sharing, songs, stories and worship.

This Cathedral Day was also Bishop Cochrane's last as Diocesan Bishop. The children presented him with many wishes of love and appreciation. He has a book full of drawings and photographs to remind him of his years with the children of the Diocese at Cathedral Days.

The members of the B.C.E. welcomed 40 C.E. Leaders from congregations around the diocese to the Diocesan House and Diocesan Resource Center. The day was designed for mutual learning and sharing of concerns, insights and resources including the passing on of lively sour-dough starter.

The fall gathering of teachers from across the diocese brought 135 people together around practical presentations and workshops helping us to share God's story. With three tracks; adult, youth and children -as well as some intergenerational focus, the participants found ideas and resources to energize their ministries.

Members of the B.C.E. represent the breadth and depth of the Diocese coming from every convocation and every size congregation. This hard working group of volunteers tries to make personal connections with congregations in their convocation. This helps the B.C.E. to be responsive to needs locally, as well as knowing what will be helpful in future years ministry.

Education Commission Report cont'd

Two members of the B.C.E. attended the National Church Education Conference on Apostolic Communities. Their learnings and insights were communicated to the B.C.E. and informed its ongoing work. Continuing education of the B.C.E. members is an important value.

One member of the B.C.E. is a representative to the Board of the School of Theology. One member of the B.C.E. is a member of the Provincial Christian Educators' gathering.

Several B.C.E. members serve on the Christian Initiation Task Force which is working to provide guidelines for the Diocese and ongoing education events and resources related to Christian Initiation.

Betsy H. Greenman
Diocesan Director of Education & Training

HISTORIOGRAPHER

During the year of 1989 only two churches in the Diocese of Olympia requested assistance of the Historiographer. Perhaps this was due to the fact the More Than 100 Years of Ministry - The Episcopal Church in Western Washington, which included the history of each congregation was published by the Diocese of Olympia in 1988 and was dedicated to the episcopate of the Rt. Rev. Robert Hume Cochrane, D.D. The two churches that requested my help had sifted through all of the historical data, photos in each congregation searching for photos of deceased vicars and rectors. I was asked to locate any photos we might have in our diocesan archives and unfortunately our archives did not have any of the photos requested. So that future clergy and lay people in each church have a continued history of your church, including photos of clergy, or other significant events, it is vital that each church maintain all available sources of their current history so that your church fifty or a hundred years from now will have a history that the people in your congregation then can look back on the religious life of your church today. This should be done annually with well balanced judgment in attractive form in a historical file. Copies of your annual history, along with copies of photos of any significant events should also be sent to the archives in the Diocese of Olympia.

Respectfully submitted,
Dr. Charles F. Schreiner, Historiographer

COMMITTEE ON LAITY REPORT

A DEFINITION: What is 'Lay Ministry?'

Ministry is the enactment of Christian faith in daily life. Ministry is common to all Christians, new and old, clergy and lay, by virtue of our baptism. Its place is everywhere, its time is moments, occasionally we expect them, but usually they surprise us. Ministry happens in circumstances we may not have chosen whenever we are called to manifest faith in act, presence and sometimes words. Those whose work place is the church and those whose work place is the world share one equal, undivided ministry, distinguishable in form, function, and special gifts, indistinguishable in quality, aim and intention.

The SITUATION: Why a committee on laity?

The Commission on Ministry in February of 1988, responding to the Task Force on Ministry Report (1985), established a Committee on Laity, for an 18 month period. The task was to recommend whether and how such a Committee might function. to support and encourage the ministry of the laity. It was expected that the committee would be in conversation with the Bishop Coadjutor.

The original membership of the Committee was twelve including one member of the Commission on Ministry to provide liaison communication. Currently, the Committee is composed of eight members. They are: Stan Bechtol, special education teacher, member of the COM, member of St. Philip's, Marysville: Trevor Bryant, dentist, member of St. James', Kent: Margaret Burt, Group Health Home Health Care Nurse, member Bishop's Commission on Education, member Trinity, Seattle: Tina Butt, Middle School Principal, Issaquah, Faculty, DSOT: John Campbell, University of Washington Professor, member St. Mark's Cathedral: The Rev. Rick Matters, Priest, Trinity, Everett, member, Bishop's Commission on Youth Ministry: The Rev. Patricia Taylor, Deacon, Trinity, Seattle, member Archdeacon Search Committee: Betsy Greenman, Diocesan staff resource to the committee.

The REPORT: What next?

It is important to have a group within the Diocese to be a prophetic voice to celebrate, advocate and educate for the ministry of all believers. The Committee intends to be ongoing. No budget claims are envisioned at this time for the support of the committee. The Committee intends to avoid heavy institutionalization and program coordination.

The committee intends to be prayerfully open to God's Spirit; to be a resource of ideas; to communicate, in a

Committee on Laity Report cont'd

variety of methods, with the people of the Diocese of Olympia to help us all to NAME, NURTURE, CELEBRATE, EDUCATE AND ADVOCATE for Christ's ministry to be carried out in our lives. A primary goal is to discern, act on and share the ability to bear Christ INTO THE WORLD.

"And now, Father, send us out to do the work you have given us to do, to love and serve you as faithful witnesses of Christ our Lord." BCP p.366

LITURGY AND MUSIC COMMISSION REPORT

Composed of laity and clergy competent in music and the ancillary liturgical arts, The Bishop's Commission for Liturgy and Music fulfills its purposes by training for leadership roles in worship, by developing skills for the enhancement of worship, by serving as a resource to the worship, by serving as a resource to the Bishop for the planning of diocesan worship, and by pointing to the "cutting edge" of liturgical renewal.

In November 1988 the BCLM hosted in Tacoma the national conference of the Association of Diocesan Liturgy and Music Commissions (ADLMC), and in July 1989 the BCLM provided for Bishop Warner's Consecration. In 1990 the BCLM will sponsor workshops concerning the use of inclusive language in worship. We of the BCLM invite Diocesan support and participation as we seek to glorify God.

Respectfully submitted,
Joan Thompson & Albin Fogelquist, Co-Chair

COMMISSION ON MINISTRY, 1989 REPORT TO CONVENTION

The canons provide for a Commission on Ministry to assist the Bishop in determining the needs for all ministry in the Diocese, in the enlistment and selection of persons for Holy Orders and the guidance of Postulants and candidates, in the development and affirmation of Lay ministries, in the guidance of Deacons and Certified Church Workers, and in matters pertaining to the continuing education of the clergy of the Diocese.

The Parish/Mission Self Study is the instrument used by congregations to assess their ministries of servanthood and plan for further growth. In some cases, though not all, this assessment results in the identification of persons as diaconal leaders and their application for Holy Orders. Two individuals were ordained to the diaconate this year upon the completion of this process.

Commission on Ministry Report cont'd

Placement of newly ordained, seminary trained deacons from this Diocese is of increasing concern to the Commission. We are selective and, as a result, have only the highest calibre of candidates for the ordained ministry; but we are losing them to other dioceses because we make no provision for their placement and training upon graduation. This issue was highlighted in our presentation to the 1989 Convention and will be the subject of our report to Spring Convocation Meetings in 1990.

The Task Force on the Ministry of the Laity made a stirring report to the 1989 Diocesan Convention. They continue to meet to examine the meaning of their unique calling to our Lord's ministry.

New to our work is the examination of proposals for canon III.9. ordinations in the Twin Harbors area. Working conferences with the C.D.C. and Standing Committee will continue in 1990 to assess the need for ordinations under this canon in our Diocese.

In all things the Commission on Ministry functions purely as a body of advice to the Bishop. With the amount of ministry going on in this Diocese, we often meet twice a month and still find ourselves in need of more time. Pray for a quickening of the Spirit, that all we do may be done with grace.

The Rev. Judith M. McDaniel
Convenor

DIOCESAN RESOURCE CENTER REPORT - 1989

During the year 1989, the Diocesan Resource Center continued to rebuild its contents. At the end of 1989, 3,403 volumes, 82 cassette tape titles, 16 film strip titles and 280 videos are processed into the library. The AudioVisual Catalogue is available with an additional supplement.

Several congregations have taken advantage of holding a teachers' meeting at the Resource Center. C. E. Leader Day and TACS meetings have designed time for extensive work with the resources available.

A trained librarian, a librarian's assistant and two willing and hardworking volunteers have assisted in the continuing processing of materials and dealing with information.

The librarian is a member of the Pacific Northwest Church Library Association as well as local Seattle Resource

Resource Center Report cont'd

Librarians group. She has provided workshops during the year for people using computers in libraries. She has also attended national Episcopal and ecumenical conferences dealing with libraries and resource centers.

The library is computerized and bibliographies around topics, authors, can be generated rapidly.

The Resource Center is open to anyone interested in making use of its resources. It is available by phone and mail to those living beyond the greater Seattle area.

Janice Matsumoto, Librarian

Betsy H. Greenman, Director of Education & Training

TRAINING AND CONSULTING SERVICES REPORT - 1989

The purpose of the TRAINING AND CONSULTING SERVICES (TACS) Team:

We are a team of skilled trainers and consultants whose purpose is to assist individuals, groups & congregations to function more effectively in their chosen tasks.

The major work of the TACS members consists of assisting in the Search Process and in being the facilitators for congregations and commissions/committees at times of planning and retreat. During the year 1989, TACS consultants assisted in Search Process consultations with 16 congregations. Congregations and Diocesan groups continue to request assistance in their planning times. In addition, some congregations have used TACS members at times of doing mutual ministry review.

TACS members staff the Leadership Skills Institute weeks which are offered yearly. They also are available to provide local congregation leadership training in a week-end format.

The TACS group met four times during 1989 for skills upgrading events. These included work in the areas of mission discernment, mutual ministry review, transition process and conflict.

One member of TACS attended the National Church Education Conference on Apostolic Communities.

Three members of TACS are the coordinators and facilitators of the Congregation Vitalization Program.

Betsy H. Greenman

Diocesan Director of Education & Training

DIOCESE OF OLYMPIA
PROGRAM BUDGET 1988

89/9/1

December 31, 1988

TREASURER'S REPORT

	1988	1987
ANNUAL PROGRAM BUDGET:		
Program Costs	\$ 2,001,003.00	\$ 1,819,497.00
Assessment Shortfall Reserve	<u>-0-</u>	<u>10,617.00</u>
Total Budget	<u>\$ 2,001,003.00</u>	<u>\$ 1,830,114.00</u>

FUNDING SOURCES TO DECEMBER 31:

Assessments - Current Year	\$ 1,744,080.00	\$ 1,643,816.00
DIF Endowment Income	70,000.00)	
Other Endowment Income	37,300.00)	126,477.00
Interest and Other Income	32,700.00)	
Assessments - Prior Years	1,200.00	
Prior Years' Budget Surplus	63,198.00	39,821.00
Reserve Fund Transfers	34,515.00	10,000.00
Special Funding:		
Episcopal Asian Ministry Grant	10,000.00	-0-
Library Staff Insurance Reimb.	<u>8,010.00</u>	<u>-0-</u>
Total Funding Sources	<u>\$ 2,001,003.00</u>	<u>\$ 1,830,114.00</u>

SUMMARY OF CASH RECEIPTS & DISBURSEMENTS:

RECEIPTS

Assessments - Current Year	\$ 1,736,277.04	99.55%	\$ 1,636,039.29	98.92%
DIF Endowment Income	103,285.95)			
Other Endowment Income	42,296.18)		157,125.56	
Interest and Other Income	24,651.39)			
Assessments - Prior Year	12,025.00			
Prior Years Budget Surplus	63,197.69		39,721.91	
Reserve Fund Transfers	32,868.91		10,000.00	
Episcopal Asian Ministry Grant	10,000.00		-0-	
Library Staff Insurance Reimb.	<u>8,010.00</u>		<u>-0-</u>	
Total Receipts to December 31	\$ 2,032,612.16	101.58%	\$ 1,842,886.76	100.69%

DISBURSEMENTS

Net Program Disbursements		
to December 31	<u>1,992,860.33</u>	<u>1,812,205.12</u>
Net Program Credit	<u>\$ 39,751.83</u>	<u>\$ 30,681.64</u>

DIOCESE OF OLYMPIA

1988 ADMINISTRATIVE PROGRAM BUDGET

89/9/3

RUN DATE: 12/31/88

INCOME AND EXPENSE STATEMENT FOR MONTH ENDING DECEMBER 31, 1988

MONTHS: 12

PAGE 1

ACCOUNT TITLE	----- CURRENT MONTH -----			----- YEAR TO DATE -----			ANNUAL BUDGET	%
	ACTUAL	BUDGET	\$ VAR	ACTUAL	BUDGET	\$ VAR		
SUMMARY OF CASH RECEIPTS AND DISBURSEMENTS								
RECEIPTS								
ASSESSMENTS - CURRENT YEAR	208,156.97	146,503	61,654	1,736,277.04	1,744,080	-7,803	1,744,080	99.6
DIF ENDOWMENT INCOME	19,392.00	17,500	1,892	103,285.95	70,000	33,286	70,000	147.6
OTHER ENDOWMENT INCOME	2,590.50	3,548	-958	42,296.11	37,300	4,996	37,300	113.4
INTEREST AND OTHER INCOME	4,341.70	2,747	1,595	24,651.39	32,700	-8,049	32,700	75.4
ASSESSMENTS - PRIOR YEARS	0.00	101	-101	12,025.00	1,200	10,825	1,200	*****
1986 PROGRAM CREDIT	5,266.49	5,309	-43	63,197.68	63,198	0	63,198	100.0
RESERVE FUND TRANSFERS	2,709.46	2,899	-190	32,868.91	34,515	-1,646	34,515	95.2
TOTAL RECEIPTS	242,457.12	178,606	63,851	2,014,602.16	1,982,993	31,609	1,982,993	101.6
SPECIAL FUNDING								
EPIS. ASIAN MIN. GRANT	0.00	840	-840	10,000.00	10,000	0	10,000	100.0
LIBRARY STAFF INSUR. REIMB.	0.00	673	-673	8,010.00	8,010	0	8,010	100.0
TOTAL FUNDING	242,457.12	180,119	62,338	2,032,612.16	2,001,003	31,609	2,001,003	101.6
DISBURSEMENTS								
NET PROGRAM DISBURSEMENTS	251,483.30	167,267	84,216	1,992,860.33	2,001,003	-8,143	2,001,003	99.6
NET PROGRAM CREDIT (DEFICIT)	<9,026.18>	12,852	-21,878	39,751.83			2,001,003	-2.0

DIOCESE OF OLYMPIA

1988 ADMINISTRATIVE PROGRAM BUDGET

89/9/4

RUN DATE: 12/31/88

INCOME AND EXPENSE STATEMENT FOR MONTH ENDING DECEMBER 31, 1988

MONTHS: 12

PAGE 2

ACCOUNT TITLE	CURRENT MONTH			YEAR TO DATE			ANNUAL BUDGET	%
	ACTUAL	BUDGET	\$ VAR	ACTUAL	BUDGET	\$ VAR		
OBJ. I - MINISTRY TO HUMAN NEED								
COMMISSION ON HUMAN NEED	1,045.00	588	457	6,501.90	7,000	-398	7,000	94.3
COMMISSION ON SOCIAL ACTION	1,647.54	197	1,451	2,350.00	2,350	0	2,350	100.0
COMMISSION ON HUNGER	1,255.10	252	1,003	2,837.30	3,000	-163	3,000	94.6
COMMISSION ON AGING	0.00	193	-193	1,875.16	2,300	-425	2,300	81.5
COM. ON ALCOH./SUBSTANCE ABUSE	348.22	407	-59	4,791.22	4,850	-59	4,850	98.8
DISABLED PERSONS MINISTRY	1,000.00	168	832	1,657.30	2,000	-343	2,000	82.9
NORTHWEST HARVEST	125.00	42	83	500.00	500	0	500	100.0
EPIS. SERV. FOR YOUTH/FAITH HOME	600.00			2,400.00	2,400	0	2,400	100.0
TOTAL - OBJECTIVE I	6,020.86	1,848	4,173	23,012.88	24,400	-1,387	24,400	94.3
OBJ. II - DIOCESAN MINISTRIES								
GRANTS TO MISSION CONGREGATIONS	35,707.24	23,940	11,767	284,630.07	285,000	-370	285,000	99.9
EAM GRANT-ST. JAMES OF JERUSALEM	833.33	840	-7	9,999.97	10,000	0	10,000	100.0
CAMBODIAN WORK ;HOLY FAMILY	1,416.67	1,428	-11	17,000.04	17,000	0	17,000	100.0
PIKE MARKET MINISTRY	1,800.00	1,814	-14	21,600.00	21,600	0	21,600	100.0
NEW MISSIONS WORK	2,083.33	2,100	-17	24,999.96	25,000	0	25,000	100.0
 AIDED PARISHES	 10,677.04	 7,500	 3,177	 30,000.00	 30,000	 0	 30,000	 100.0
CONF. EXP. & COMM. RESOURCES	0.00	126	-126	75.11	1,500	-1,425	1,500	5.0
CLERGY MOVING EXPENSE	0.00	336	-336	3,146.27	4,000	-854	4,000	78.7
CONG. VITALIZATION PROJECT	3,000.00			12,000.00	12,000	0	12,000	100.0
GRAYS HARBOR REG. MINISTER	16,439.19	3,750	12,689	29,933.91	30,000	-66	30,000	99.8
HISPANIC MIN. R&D	8,460.85	840	7,621	9,834.49	10,000	-166	10,000	98.3
REAL ESTATE PURCHASE RES.	2,083.33	2,100	-17	24,999.96	25,000	0	25,000	100.0
TOTAL: CONGREGATIONS	82,500.98	44,774	37,727	468,219.78	471,100	-2,880	471,100	99.4
SPECIAL POPULATIONS								
MINISTRY IN HIGHER EDUCATION								
UNIVERSITY OF WASHINGTON	791.66	798	-6	9,499.92	9,500	0	9,500	100.0
EVERGREEN STATE COLLEGE	83.33			999.96	1,000	0	1,000	100.0
SKAGIT VALLEY COLLEGE	83.33			999.96	1,000	0	1,000	100.0
CAMPUS NETWORK PROG. EXP.	0.00	42	-42	43.81	500	-456	500	8.8
UPS - PLU - COMMUNITY COLLEGES	150.00	42	108	150.00	500	-350	500	30.0
CONFERENCES & DEVELOPMENT	1,000.00	84	916	1,000.00	1,000	0	1,000	100.0
NEW MINISTRIES	1,000.00	126	874	1,000.00	1,500	-500	1,500	66.7
TOTAL: HIGHER EDUCATION	3,108.32	1,092	2,016	13,693.65	15,000	-1,306	15,000	91.3
MARITIME MINISTRY								
SEA. EPIS. MARITIME MINISTRY	125.00			500.00	500	0	500	100.0

DIOCESE OF OLYMPIA

1988 ADMINISTRATIVE PROGRAM BUDGET

89/9/5

RUN DATE: 12/31/88

INCOME AND EXPENSE STATEMENT FOR MONTH ENDING DECEMBER 31, 1988

MONTHS: 12

PAGE 3

ACCOUNT TITLE	CURRENT MONTH			YEAR TO DATE			ANNUAL BUDGET	
	ACTUAL	BUDGET	\$ VAR	ACTUAL	BUDGET	\$ VAR		
TAC. LUTHERAN WATERFRONT MIN.	125.00			500.00	500	0	500	100.0
YAM. UNITED METH. WATERFRONT MIN.	125.00			500.00	500	0	500	100.0
WATERFRONT MINISTRY-OTHER PORTS	0.00	42	-42	0.00	500	-500	500	0.0
TOTAL: MARITIME MINISTRY	375.00	42	333	1,500.00	2,000	-500	2,000	75.0
HOSPITAL CHAP. PROG. & SUPPORT	100.00	17	83	154.04	200	-46	200	77.0

MINISTRY TO REFUGEES

REFUGEE RESETTLEMENT GEN. PROGRAM	833.37	840	-7	10,000.00	10,000	.0	10,000	100.0
TOTAL: REFUGEE MINISTRY	933.37	857	76	10,154.04	10,200	-46	10,200	99.5
TOTAL: SPECIAL POPULATIONS	4,416.69	1,991	2,426	25,347.69	27,200	-1,852	27,200	93.2
TOTAL - OBJECTIVE II	86,917.67	46,765	40,153	493,567.47	498,300	-4,733	498,300	99.1

OBJ. III - RESOURCES & TRAINING FOR MINISTRY

COMMISSION ON YOUTH MINISTRIES	570.87	575	-4	6,850.00	6,850	0	6,850	100.0
COMMISSION ON EDUCATION	136.91	672	-535	8,063.18	8,000	63	8,000	100.8
TRAINING & CONSULTATIVE SERVICES	163.75	420	-256	4,968.80	5,000	-31	5,000	99.4
DIOCESAN RESOURCE CENTER	279.46	168	111	1,999.12	2,000	-1	2,000	100.0
COMMISSION ON EVANGELISM	987.99	76	912	900.00	900	0	900	100.0
COMMISSION ON LITURGY & MUSIC	13.60	168	-154	1,509.24	2,000	-491	2,000	75.5
COMMISSION ON STEWARDSHIP	125.00	126	-1	915.12	1,500	-585	1,500	61.0
PASTORAL MINISTRIES PROG.	90.00	193	-103	2,233.65	2,300	-66	2,300	97.1
ED. & TRNG PROG. AGNST FAM. VIOLENCE	0.00			1,440.60	1,000	441	1,000	144.1
TOTAL - OBJECTIVE III	2,367.58	2,398	-30	28,879.71	29,550	-670	29,550	97.7

OBJ. IV - MINISTRY OF THE DIOCESE

COMMISSION ON MINISTRY	0.00	151	-151	1,710.92	1,800	-89	1,800	95.1
COMMISSION ON ECUMENCL RELATIONS	64.43	168	-104	1,948.69	2,000	-51	2,000	97.4
WASH. ASSOCIATION OF CHURCHES	650.00	655	-5	7,800.00	7,800	0	7,800	100.0
CATHEDRAL CHAPTER - TV EUCHARIST	688.00	756	-68	9,000.00	9,000	0	9,000	100.0
CATHEDRAL CHAPTER PROGRAM	0.00	84	-84	999.70	1,000	0	1,000	100.0
ANGLICAN MEETING EXPENSE	50.00	50	0	600.00	600	0	600	100.0
THE EVERGREEN MESSENGER	6,642.05	3,780	2,862	46,544.35	45,000	1,544	45,000	103.4
COMMISSION ON COMMUNICATIONS	0.00	59	-59	0.00	700	-700	700	0.0
EPISCOPAL TRANSITION RESERVE FND	1,416.72	1,428	-11	17,000.00	17,000	0	17,000	100.0
STANDING COMMITTEE	0.00			714.47	650	64	650	109.9
TOTAL - OBJECTIVE IV	9,511.20	7,132	2,379	86,318.13	85,550	768	85,550	100.9

OBJ. V - MINISTRY OF LEADERSHIP

COMMITTEE ON CONVENTION	2,237.39	1,600	637	8,000.00	8,000	0	8,000	100.0
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RUN DATE: 12/31/88

INCOME AND EXPENSE STATEMENT FOR MONTH ENDING DECEMBER 31, 1988

MONTH#: 12

PAGE 4

ACCOUNT TITLE	----- CURRENT MONTH -----			----- YEAR TO DATE -----			ANNUAL BUDGET	
	ACTUAL	BUDGET	\$ VAR	ACTUAL	BUDGET	\$ VAR		
DIOCESAN COUNCIL MILEAGE&MEETING EXP	2,075.57	235	1,841	3,268.84	2,800	469	2,800	116.7
NAT'L CHURCH APPORTIONMENT	29,833.33	30,072	-239	357,999.96	358,000	0	358,000	100.0
GENERAL CONVENTION ASSESSMENT	1,769.00	1,783	-14	21,228.00	21,228	0	21,228	100.0
GEN. CONVENTION DEPUTS' EXP. RSRV	0.00	302	-302	3,600.00	3,600	0	3,600	100.0
PROVINCE VIII QUOTA	903.00	910	-7	10,836.00	10,836	0	10,836	100.0
DIRECTORS&OFFICERS LIABILITY INSURANCE	0.00			3,600.00	3,600	0	3,600	100.0
TOTAL - OBJECTIVE V	36,818.29	34,903	1,915	408,532.80	408,064	469	408,064	100.1

OBJ. VI - MINISTRY OF ADMINISTRATION

CONTINGENCY RESERVE	2,138.55	551	1,588	6,403.85	6,561	-157	6,561	97.6
DIOCESAN STAFF TRAVEL&MEETING EXP	817.22	1,092	-275	12,941.03	13,000	-59	13,000	99.5

DIOCESAN HOUSE PLANT OPERATION

CUSTODIAN	1,618.37	1,701	-83	18,586.76	20,245	-1,658	20,245	91.8
HEATING	1,458.05	504	954	6,801.66	6,000	802	6,000	113.4
ELECTRICITY	620.76	212	409	2,510.72	2,520	-9	2,520	99.6
WATER & SEWER	100.00	67	33	627.23	800	-173	800	78.4
HOUSEKEEPING SERVICES	81.25	101	-20	1,594.58	1,200	395	1,200	132.9

HOUSEKEEPING SUPPLIES	432.61	420	13	4,905.36	5,000	-95	5,000	98.1
DIOCESAN HOUSE MAINT. & REPAIRS	540.11	294	246	4,378.41	3,500	878	3,500	125.1
DIOCESAN HOUSE PROPERTY INSURANCE	471.58			4,499.58	3,656	844	3,656	123.1

TOTAL: PLANT OPERATION	5,322.73	3,298	2,025	43,904.30	42,921	983	42,921	102.3
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DIOCESAN OFFICE & CENTRAL SERVICES

POSTAGE	931.44	1,260	-329	14,914.17	15,000	-86	15,000	99.4
TELEPHONE	1,203.59	907	297	11,839.86	10,800	1,040	10,800	109.6
MAIL SERVICE CHARGES	249.10	130	119	1,419.66	1,550	-130	1,550	91.6
GENERAL OFFICE SUPPLIES)								
PRINTING)	1,890.72	1,512	379	18,031.40	18,000	31	18,000	100.2
WORD PROCESSING)								
OFFICE EQUIPMENT MAINT. & REPAIR	6.05			7,643.86	8,800	-1,156	8,800	86.9
NEW EQUIPMENT	215.50	105	111	2,007.28	1,250	757	1,250	160.6

TOTAL: OFFICE & CENTRAL SERVICES	4,496.40	3,914	582	55,856.23	55,400	456	55,400	100.8
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AUDITOR'S FEE: OPERATING ACCOUNT	0.00	554	-554	6,325.00	6,600	-275	6,600	95.8
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TOTAL - OBJECTIVE VI	12,774.90	9,410	3,365	125,430.41	124,482	948	124,482	100.8
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OBJ. VII - SERVICES TO CONGREGATIONS

INSURANCE SERVICES

LIAB. INS.-EXCESS UMBRELLA	0.00			7,800.00	7,740	60	7,740	100.8
PUBLIC LIABILITY	4,091.00			26,527.00	24,544	1,983	24,544	108.1

DIOCESE OF OLYMPIA

1988 ADMINISTRATIVE PROGRAM BUDGET

89/9/7

RUN DATE: 12/31/88

INCOME AND EXPENSE STATEMENT FOR MONTH ENDING DECEMBER 31, 1988

MONTHS: 12

PAGE 5

ACCOUNT TITLE	CURRENT MONTH			YEAR TO DATE			ANNUAL BUDGET	%
	ACTUAL	BUDGET	\$ VAR	ACTUAL	BUDGET	\$ VAR		
BLANKET COMMERCIAL BOND	0.00			2,412.50	2,420	-8	2,420	99.7
SPECIAL EVENTS INSURANCE	0.00			0.00	500	-500	500	0.0
NON-OWNED AUTO INSURANCE	0.00			2,323.00	2,500	-177	2,500	92.9
MEDICRE SUP. INSRNC-RET. CLRGY&LAY	2,462.98	2,564	-101	27,912.24	30,520	-2,608	30,520	91.5
COMMISS./COMM. TRAVL&MEETING EXP.	255.03	588	-333	5,161.20	7,000	-1,839	7,000	73.7

CONFERENCE & CAMPING CENTER

HUSTON CENTER OPERATING NET	24,223.87	2,268	21,956	27,000.00	27,000	0	27,000	100.0
ST. ANDREW'S OPERATING NET	1,600.97	672	929	8,000.00	8,000	0	8,000	100.0
CATHOL CH.-ST.MARK MAINT.&REPRS	3,510.83	3,539	-28	42,129.96	42,130	0	42,130	100.0
DIOCESAN ARCHIVES-PROGRAM	208.89	101	108	1,219.76	1,200	20	1,200	101.6
TOTAL - OBJECTIVE VII	36,353.57	9,731	26,623	150,485.66	153,554	-3,068	153,554	98.0

OBJ. VIII - STAFFING FOR MINISTRY

SALARIES

MINISTRY TO HUMAN NEED

HUMAN NEEDS COORD. (20 HRS./WK)	577.37	1,164	-587	13,856.88	13,857	0	13,857	100.0
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STAFFING FOR MISSIONS

DIOCESAN ARCHDEACON	3,585.16	3,614	-29	43,021.92	43,022	0	43,022	100.0
REGIONAL ARCHDEACONS(4)(CONTRACT)	784.00	790	-6	9,408.00	9,408	0	9,408	100.0

MINISTRIES TO NON-PAROCHIAL POPULATIONS

HOSPITAL CHAPLAINCIES COORD.	692.00	698	-6	8,304.00	8,304	0	8,304	100.0
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STAFFING FOR TRAINING & RESOURCES

YOUTH DIRECTOR	2,436.74	2,456	-19	29,240.88	29,241	0	29,241	100.0
EDUCATION DIRECTOR	2,807.50	2,830	-23	33,690.00	33,690	0	33,690	100.0
LIBRARIAN	1,434.16	826	608	17,011.34	9,834	7,177	9,834	173.0
LIBRARIAN/FIRE LOSS	0.00	620	-620	0.00	7,376	-7,376	7,376	0.0
DEAM, SCHOOL OF THEOLGY(HALF-TM)	1,218.42	1,228	-10	14,621.12	14,621	0	14,621	100.0
CLERGY RESIDENCY SUPERVISOR P/T	250.00	252	-2	3,000.00	3,000	0	3,000	100.0
STEWARDSHIP CONSULTANT	0.00	126	-126	0.00	1,500	-1,500	1,500	0.0
PASTORAL MINISTRIES COORDINATOR	692.00	698	-6	8,304.00	8,304	0	8,304	100.0

MINISTRY OF THE BISHOP

DIOCESE OF OLYMPIA

1988 ADMINISTRATIVE PROGRAM BUDGET

89/9/8

RUN DATE: 12/31/88

INCOME AND EXPENSE STATEMENT FOR MONTH ENDING DECEMBER 31, 1988

MONTHS: 12

PAGE 5

ACCOUNT TITLE	----- CURRENT MONTH -----			----- YEAR TO DATE -----			ANNUAL BUDGET	
	ACTUAL	BUDGET	\$ VAR	ACTUAL	BUDGET	\$ VAR		
BISHOP OF OLYMPIA(HOUSNG PROVIDED)	4,169.67	4,203	-33	50,036.00	50,036	0	50,036	100.0
MINISTRY OF ADMINISTRATION								
DEPUTY FOR ADMINISTRATION	2,941.00	2,965	-24	35,292.00	35,292	0	35,292	100.0
TREASURER	3,585.16	3,614	-29	43,021.92	43,022	0	43,022	100.0
ASSISTANT TREASURER	2,168.58	2,186	-17	26,022.96	26,023	0	26,023	100.0
OFFICE STAFF	2,168.58	2,186	-17	26,022.96	26,023	0	26,023	100.0
SUPPORT STAFF	12,385.98	12,484	-98	148,232.41	148,624	-392	148,624	99.7
ARCHIVIST	179.21	216	-37	2,566.24	2,566	0	2,566	100.0
SUPPORT STAFF CONTING. SERVICES	7,331.79	919	6,413	10,940.12	10,940	0	10,940	100.0
TOTAL: SALARIES, STAFF. FOR MINI	49,407.32	44,073	5,334	522,592.79	524,683	-2,090	524,683	99.6
BISHOP'S ALLOWANCES & EXECUTIVE								
BISHOP'S HOUSE-MAINT. & REPAIRS	751.42	294	457	6,359.49	3,500	2,859	3,500	181.7
BISHOP'S HOUSE-INSURANCE	150.00	67	83	924.00	800	124	800	115.5
BISHOP'S HOUSE-UTILITIES	840.91	420	421	5,159.64	5,000	159	5,000	103.2
BISHOP'S AUTO EXPENSE								
BISHOP'S TRAVEL EXPENSE	269.21	689	-420	7,403.88	8,200	-796	8,200	90.3
BISHOP'S EXECUTIVE EXPENSE								
SUB-TOTAL	2,011.54	1,470	542	19,847.01	17,500	2,347	17,500	113.4
PENSION & TRAVEL ALLOW.-CONTRACT STAFF								
REG. ARCHDEACONS' MILGE&MEETING EXP.	451.52	252	200	3,081.29	3,000	81	3,000	102.7
STEWARDSHIP CONSULT MILEAGE	0.00	21	-21	0.00	250	-250	250	0.0
CLERGY PENSIONS:ARCHDEACONS(3)	0.00			1,270.05	1,270	0	1,270	100.0
PEN. & BEN.: DIO. PROGRAM/ADMIN/SUPPORT STAFFS								
CLERGY EMPLOYEE PENS. ASSESSMENTS	0.00			20,127.06	20,127	0	20,127	100.0
LAY EMPLOYEE PENSION PREMIUMS	3,213.37	3,239	-26	38,560.00	38,560	0	38,560	100.0
CLERGY & LAY INSURANCES	3,991.91	3,543	449	42,307.56	42,184	124	42,184	100.3
EMPLYRS SHARE,SOCIAL SECUR.TAXES	1,643.57	2,480	-836	28,847.51	29,529	-681	29,529	97.7
TOTAL: ALLOWANCES & FRINGE BENEF	11,311.91	11,006	306	154,040.88	152,420	1,620	152,420	101.1
TOTAL - OBJECTIVE VIII	60,719.23	55,079	5,640	676,633.27	677,103	-470	677,103	99.9
TOTAL - 1988 ADMINISTRATIVE BUDG	251,483.30	167,267	84,216	1,992,860.33	2,001,003	-8,143	2,001,003	99.6

DIOCESE OF OLYMPIA

OPERATING ACCOUNT

89/9/9

RUN DATE: 12/31/88

BALANCE SHEET
DECEMBER 31, 1988

MONTHS: 12

PAGE 1

ASSETS:

CHECKING ACCOUNT	74,751.96	
INVESTMENTS	208,735.78	
SAVINGS ACCOUNTS	29,140.08	
PETTY CASH	1,550.00	
UNITED AIRLINES CREDIT DEPOSIT	425.00	
PREPAID EXPENSES	7,149.42	
		321,752.24

ACCOUNTS RECEIVABLE:

DIF INCOME RECEIVABLE	19,392.00	
MISC A/R	60,750.53	
PRIOR YEAR ASSESSMENTS	15,223.00	
INSURANCE PAYMENTS	1,786.00	
ST. ANDREW'S HOUSE TRUCK	1,702.75	
		98,854.28

TOTAL ASSETS

420,606.52

LIABILITIES:

1988 CREDIT	39,751.83
1986 PROGRAM CREDIT	0.00
1987 PROGRAM CREDIT	7,231.94
MISC. RESERVE ACCTS.-SCHEDULE A	93,628.02
ACCOUNTS PAYABLE	12,346.65
ASIAN-AMERICAN MINISTRIES	3,809.28
CATHEDRAL CHAPTER RESERVE	1,018.29
CATHEDRAL CHAP. RUSSIAN	1,256.83
CURSILLO WORKING DEPOSIT	73.48
CURTIS FUND SCHOLARSHIP	247.06
COLLEGE NETWORK MIN.RESERVE	962.92
CHINESE MINISTRY GRANT	1,550.96
CLERGY RESIDENCY PROGRAM	21,242.13
CONGREGATIONAL REVITALIZATION	17,207.86
DIOCESAN SCHOOL OF THEOLOGY	10,827.25
DIO. SCHOOL OF THEO SCHOLARSHIPS	74.20
DIRECT FEEDING FUND	671.10
E.C.W. OPERATING DEPOSIT	1,490.80
INSURANCE ADMIN FEE	15,624.40
LITURGY & MUSIC SALES FUND	<932.20>
MINISTRY FORWARD	64,745.00
PETTY CASH FUNDS	1,550.00
SAL FND HOLY FAMILY OF JESUS	268.00
STAFF SUPPORT 1988 BALANCE	6,212.00
TOGETHER-IN-EMPLOYMENT	4,192.66
TWIN HARBORS MISSIONER	886.68
YOUTH MUSIC MINISTRY	2,070.38

DIOCESE OF OLYMPIA

OPERATING ACCOUNT

89/9/10

RUN DATE: 12/31/88

BALANCE SHEET
DECEMBER 31, 1988

MONTH#: 12

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YOUTH PROGRAMS	1,045.28
FIRE INS. PARTIAL SETTLEMENT	4,057.11

SUSPENSE ACCOUNTS:

EVERGREEN MESSENGER	8,454.90
ST. ANDREW'S HOUSE PREPAID RSV.	2,980.00
CAMP DEPOSITS	0.00
HUSTON CENTER PREPAID RESERV.	19,060.64
HUSTON CENTER CONTINGENCY	3,672.51
CAMPERSHIPS	301.75
CENTENNIAL PROJECT	4,394.28
AUDIO-VISUAL	495.57
FIRE DONATIONS	758.01
LIBRARY DONATIONS	850.00
COMPREHENSIVE INSURANCE PROGRAM	4,079.77
MEDICARE SUPPLEMENT	3,631.18
LAY EMPLOYEES' RETIREMENT PROGRAM	5,110.69
INDUSTRIAL INSURANCE	0.00
STEWARDSHIP SUSPENSE	1,590.11
RISK MANAGEMENT SUSPENSE	3,900.73
PASTORAL CARE WORKSHOPS	2,731.03
LIBRARY FIRE CLAIM	2,736.56
BLF SUSPENSE	<1,000.00>
GOODFELLOW MEMORIAL FUND	0.00
MISCELLANEOUS SUSPENSE	5,377.40
EVERSON SUSPENSE	1,329.57
REIMBURSEABLE TRAVEL SUSPENSE	<607.05>
EPISCOPAL CHARITIES	0.00
HUSTON CAPITAL SUSPENSE	0.00
LSI SUSPENSE	<1,001.04>
	381,956.52
VALUATION ACCT.-ASSESSMENT REC.	15,223.00
	15,223.00
WORKING CAPITAL TRUST FUND	23,427.00
TOTAL LIABILITIES AND FUND BALAN	420,606.52

DIOCESE OF OLYMPIA

89/9/11

DIOCESE OF OLYMPIA
RESERVE ACCOUNTS

RUN DATE: 12/31/88

BALANCE SHEET
DECEMBER 31, 1988

MONTHS: 12

PAGE 1

ANGLICAN MEETING RESERVE	1,982.54
BISH. COADJ.CONSECR./MOVING RESE	30,666.70
BISHOP'S AUTO REPLACEMENT FUND	257.54
CAPITAL REP.-DIO/BSHP' HOUSES	7,929.33
CHRISTENSON ENDOWMENT	3,475.00
EPISCOPAL TRANSITION RESERVE	<1,131.93>
GENERAL CONVENTION DEPUTIES' RES	905.80
HUSTON CENTER RESERVE	21,175.24
HISPANIC MINISTRY	0.00
PHILLIPS MAINTENANCE FUND	<1,111.94>
PIONEERING IN GOD'S COUNTRY	0.00
NEW EQUIPMENT RESERVE	2,536.00
REFUGEE HOUSING GRANT	2,055.35
PRIOR YEARS REFUGEE BALANCES	25,139.24
REFUGEE PASS-THRU FUND	31,729.65
REFUGEE OPERATING FUND 1988	<38,617.14>
LEGAL FEES RESERVE	3,067.41
RISK MANAGEMENT RESERVE	415.09
DEF. MAINT.-ST. ANDREW'S HOUSE	3,155.14

SPECIAL OFFERINGS:

THEOLOGICAL EDUCATION	0.00
PRES. BISHOP'S FUND-WORLD RELIEF	0.00
EPIS. SERV. FOR YOUTH-FAITH HOME	0.00
UNITED THANK OFFERING	0.00
MEIFER PROJECT	0.00
LENTEN OFFERING	0.00

93,628.02

DIOCESE OF OLYMPIA
HUSTON CAMP & CONFERENCE CENTER
DECEMBER 31, 1988

	1988	1988	1987
	YEAR TO DATE	YEAR TO DATE	YEAR TO DATE
REVENUE:			
CONFERENCE FEES (NOTE #1)	21,673.51	166,758.28	152,188.88
MISCELLANEOUS INCOME & GIFTS	1,000.00	1,218.46	1,239.22
CAMP FEES	0.00	74,535.51	95,431.76
TOTAL REVENUE	22,673.51	242,512.25	248,859.86
DISBURSEMENTS:			
DIRECT COSTS			
PART-TIME/TEMPORARY STAFF:			
KITCHEN ASSISTANCE	512.02	18,068.41	23,969.65
MAINTENANCE ASSISTANCE	172.50	5,756.00	4,523.14
HOUSEKEEPING STAFF	216.25	3,311.82	2,689.45
COUNSELORS	0.00	18,473.00	21,040.30
S/T	900.77	45,609.23	52,222.54
TAXES & INSURANCES	202.09	8,210.41	9,406.82
TOTAL	1,102.86	53,819.64	61,629.36
SUPPLIES:			
FOOD	1,546.99	33,475.76	38,565.06
KITCHEN	166.56	4,441.49	5,835.06
HOUSEKEEPING	490.62	5,156.06	4,401.54
TOTAL	2,204.17	43,073.31	48,801.66
WINTER PROGRAM SUPPLIES	20.00	524.51	526.44
SUMMER PROGRAM:			
MEDICAL SUPPLIES	0.00	707.63	981.08
ARTS & CRAFTS SUPPLIES	0.00	477.99	485.01
ATHLETIC PROGRAM SUPPLIES	0.00	497.80	250.57
CONTRACT SERVICES	0.00	3,342.00	4,620.00
T-SHIRTS	756.76	3,053.62	2,363.87
MISCELLANEOUS	0.00	1,726.93	1,407.52
S/T	756.76	9,805.97	10,108.05
TRIP PROGRAM			
FOOD	0.00	1,693.12	3,242.98
EQUIPMENT	0.00	206.61	1,483.36
TRIP EXPENSES	0.00	0.00	1,174.82
S/T	0.00	1,899.73	5,901.16
TOTAL DIRECT COSTS	4,083.79	109,123.16	126,966.67
CONTRIBUTION TO OVERHEAD	18,589.72	133,389.09	121,893.19

OVERHEAD

PERMANENT STAFF:

DIRECTOR	1,583.32	13,324.26	29,770.85
ASST FOR MAINTENANCE	1,159.10	15,068.30	13,888.11
ASST FOR FOOD SERVICE	1,159.10	13,909.20	14,019.28
SECRETARY/REGISTRAR	440.00	5,188.35	585.00
CAMP DIRECTOR	0.00	6,500.00	5,332.28

SALARIES S/T	4,341.52	53,990.11	63,595.52
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TAXES, INS & BENEFITS	1,215.61	15,052.47	19,197.10
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TOTAL	5,557.13	69,042.58	82,792.62
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FACILITIES EXPENSE:

PROPERTY INSURANCE	0.00	6,874.01	7,322.33
REPAIRS & MAINTENANCE	10,753.68	26,438.36	13,414.01
POOL	575.57	3,994.77	1,400.46
DISPOSAL	119.61	601.34	0.00
HEATING	84.28	1,916.82	4,774.98
ELECTRICITY	470.00	11,359.24	13,593.51

TOTAL	12,003.14	51,184.54	40,505.29
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TRANSPORTATION & TRAVEL:

DIRECTOR'S MILEAGE	227.70	2,194.89	2,009.61
STAFF MILEAGE	55.35	1,202.67	491.01
SUMMER STAFF MILEAGE	0.00	166.14	711.09
TRUCK OPERATION	30.61	1,121.06	2,082.27
VAN OPERATION	0.00	2,527.48	3,390.22
VEHICLE INSURANCE	0.00	772.25	761.00

TOTAL	313.66	7,984.49	9,445.20
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OTHER OVERHEAD:

TELEPHONE	273.20	3,737.30	2,389.46
POSTAGE	124.25	660.97	562.06
PRINTING/PROMOTION	0.00	853.16	403.95
CAMP PRINTING/PR	0.00	537.07	961.46
SUBSCRIPTIONS/BOOKS	104.52	302.89	59.29
PROGRAM OPERATION	0.00	216.50	
OFFICE SUPPLIES	25.75	1,480.14	1,294.57
ACA DUES	757.50	1,275.49	752.84
IACCA DUES	285.00	360.00	75.00
STAFF TRAINING	278.00	1,739.79	1,921.04
CAMP INSURANCE	0.00	1,283.55	900.00
DEBT REDUCTION	0.00	0.00	6,830.41

TOTAL	1,848.22	12,446.86	16,150.08
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TOTAL OVERHEAD	19,722.15	140,658.47	148,893.19
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TOTAL EXPENSES	23,805.94	249,781.63	275,859.86
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BALANCE BEFORE ALLOCATION	(1,132.43)	(7,269.38)	(27,000.00)
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ALLOCATION	0.00	27,000.00	27,000.00
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NET DEFICIT/CREDIT	(1,132.43)	19,730.62	0.00
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NOTE #1: IN ADDITION TO THE ABOVE RECEIPTS, THERE IS A BALANCE OF
\$19,060.64 IN THE PREPAID RESERVATIONS

NOTE #2: THE HORN INCOME ACCOUNT BALANCE IS \$35,627.51 AND THE HUSTON
DISCRETIONARY ACCOUNT BALANCE IS \$3,823.49. THE DIF
BALANCE IS \$676,742.37.

DIOCESE OF OLYMPIA
 ST. ANDREW'S HOUSE
 DECEMBER 31, 1988

REVENUE:

	1988		1987	
	CURRENT MONTH	YEAR TO DATE	CURRENT MONTH	YEAR TO DATE
FACILITY USE RECEIPTS (NOTE #1)	3,125.00	62,594.23	3,814.87	57,358.85
CLERGY COTTAGE	(60.00)	2,092.00	120.00	1,709.00
TRANSFERS	0.00	0.00	0.00	4,192.71
TOTAL REVENUE	3,065.00	64,686.23	3,934.87	63,260.56

DISBURSEMENTS:

DIRECT COSTS				
FOOD	1,537.56	16,084.67	2,313.37	17,406.67
HOUSEKEEPING SUPPLIES	206.42	1,534.42	(180.31)	1,361.07
PROGRAM, MISC.	0.00	390.64	42.10	1,024.86
HOURLY LABOR & TAXES	241.97	3,135.51	151.12	6,577.98
TOTAL DIRECT COSTS	1,985.95	21,145.24	2,326.28	26,370.58
OVERHEAD COSTS				
SALARIES	1,730.00	20,759.75	1,666.66	25,125.11
PENSION	0.00	0.00	0.00	686.75
PAYROLL TAXES	64.96	1,563.62	209.62	1,886.90
INSURANCES (MED, DENT, LIFE, -IND)	481.46	5,894.56	432.33	5,215.38
HEATING	0.00	0.00	503.49	2,285.91
ELECTRICITY	279.88	2,767.88	136.12	1,986.24
PROPANE	50.97	363.28	0.00	0.00
FUEL	264.25	773.76	0.00	0.00
FIREWOOD	0.00	175.00	0.00	0.00
GARBAGE	15.54	416.65	0.00	0.00
TELEPHONE	(4.49)	845.51	55.86	1,130.86
TRANSPORTATION	192.83	1,884.80	86.31	2,823.78
OFFICE SUPPLIES	0.00	12.20	0.00	0.00
POSTAGE	26.05	137.58	0.00	0.00
EQUIPMENT	35.97	1,033.88	0.00	0.00
MAINTENANCE & REPAIR	63.08	2,163.07	296.27	1,584.17
MISCELLANEOUS	60.00	348.87	0.00	0.00
PROPERTY INSURANCE	1.00	2,272.33	139.34	1,672.00
COMMERCIAL UMBRELLA INSURANCE	0.00	303.00	0.00	0.00
VEHICLE INSURANCE	0.00	1,290.50	0.00	0.00
CLERGY COTTAGE			15.28	401.95
MAINTENANCE	0.00	1,083.60		
GARBAGE	15.28	54.91		
ELECTRICITY	8.56	731.56		
TOTAL OVERHEAD COSTS	3,285.34	44,876.31	3,541.28	44,799.05
TOTAL EXPENSES	5,271.29	66,021.55	5,867.56	71,169.63
OPERATING BALANCE BEFORE ALLOCATION	(2,206.29)	(1,335.32)	(1,932.69)	(7,909.07)
CAPITAL REPAIRS	429.07	4,558.99		

89/9/16

DIOCESAN ALLOCATION	666.74	8,000.00	666.68	8,000.00
BALANCE AFTER ALLOCATION	(1968.62)	2,105.69	(1,266.01)	90.93

DIOCESE OF OLYMPIA
ST. ANDREW'S HOUSE
NOVEMBER 30, 1988

NOTE #1: IN ADDITION TO THE ABOVE RECEIPTS, THERE IS A BALANCE OF \$2980 IN PREPAID DEPOSITS.

NOTE #2: THERE IS A BALANCE OF \$3155.14 IN DEFERRED MAINTENANCE

NOTE #3: THE BALANCE OF THE ST. ANDREW'S HOUSE ENDOWMENT FUND, INVESTED IN THE DIF WAS \$134,788.87 AS OF 12/31/88. THE INCOME FROM THIS ACCOUNT IS PAID QUARTERLY AND IS USED TO MAKE LOAN PAYMENTS TO THE OPERATING ACCOUNT FOR THE SAH TRUCK & TO THE MISSION DEVELOPMENT FUND. MONTHLY PAYMENTS DUE ARE \$195.31 ON THE TRUCK AND \$133.69 ON THE MDF LOAN. PRESENT BALANCES DUE ARE \$1,669.36 FOR THE TRUCK AND \$9,893.97 ON THE MDF LOAN. THERE IS A DEFICIT OF \$10,463.99 IN THE INCOME ACCOUNT.

BUILDING LOAN MISSION DEV. FUND

BUILDING LOAN AND MISSION DEVELOPMENT FUND

RUN DATE: 12/31/88

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ASSETS:

CASH:

CHECKING - RESTRICTED BLF	19,014.98	
		19,014.98
SAVINGS - RESTRICTED BLF	340,120.72	
SAVINGS - RESTRICTED MDF	144,337.60	
		484,458.32
SHORT TERM INVEST.- RESTRICTED MDF	200,000.00	
		200,000.00
TOTAL CASH:		703,473.30

LOANS RECEIVABLE:

MISSION DEVELOPMENT LOANS

MAPLE VALLEY, ST. GEORGE	3,500.00	
MILL CREEK, ST. FRANCIS	165,293.08	
SILVERDALE PROPERTY	148,147.86	
HOLY FAMILY, TACOMA	33,250.06	
BATTLE GROUND	30,855.74	
ASIAN MINISTRY PROPERTY	100,220.93	
ST. ANDREW'S HOUSE	9,893.97	
		491,161.64

BUILDING LOANS:

AUBURN, ST. MATTHEW 8%	1,650.40	
BELLEVUE, RESURRECTION, #2 10%	4,918.22	
BREMERTON, ST. PAUL, #1 6%	8,623.27	
BREMERTON, ST. PAUL 10%	50,043.20	
BURIEN, ST. ELIZABETH 8%	9,855.08	
FED WAY GOOD SHEPHERD 10%	142,074.44	
ISSAQUAH, ST. MICHAEL 10%	13,058.40	
KENT, ST. JAMES, #2 10%	4,478.30	
KENT, ST. JAMES, #3 10%	215,821.42	
ST. JOHN'S, KIRKLAND	36,813.33	
LACEY, ST. BENEDICT	512,139.33	
MARYSVILLE, ST. PHILIP 6%	26,267.56	
MEADOWDALE, ST. HILDA 6%	19,117.21	
MEADOWDALE, ST. HILDA ST. PAT. #2	6,578.25	
POULSBO, ST. CHARLES, #1 6%	16,640.42	
REDMOND, HOLY CROSS, #1 10%	251,731.60	
SEATTLE, ST. PAUL 10%	6,823.38	
SEATTLE, ST. PAUL #2 10%	9,313.90	
SEDOO WOOLLEY, ST. JAMES 10%	12,493.50	
SHELTON, ST. DAVID 10%	1,693.41	
STELLACOOM, ST. JSPH/ST. JOHN 6%	5,456.90	
TAMUYA, ST. NICHOLAS 6%	13,423.67	
THOMAS, ST. JAMES SCHOOL	5,754.28	
THOMAS, ST. JAMES SCHOOL #2 8.75%	54,371.35	

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BUILDING LOAN MISSION DEV. FUND

BUILDING LOAN AND MISSION DEVELOPMENT FUND

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THOMAS, ST. JAMES SCHOOL #3 10%	24,373.97	
VANCOUVER, ALL SAINTS 10%	96,456.80	
VANCOUVER, GOOD SHEPHERD 10%	169,066.39	
VANCOUVER, GOOD SHEPHERD #2 10%	118,726.26	
VANCOUVER, ST. LUKE	11,211.55	
WASHOUGAL, ST. ANNE 6%	9,144.72	
		1,858,120.51

NOTES RECEIVABLE

BUILDING LOANS

0.00

INTEREST RECEIVABLE

BREMERTON, ST. PAUL #1 INTEREST	641.76	
BREMERTON, ST. PAUL #2 INTEREST	11,255.40	
KENT, ST. JAMES #2 INTEREST	895.67	
KENT, ST. JAMES #3 INTEREST	37,768.71	
VANCOUVER, ALL SAINTS INTEREST	803.81	
VAN., GOOD SHEPHERD INTEREST	1,408.89	
VAN., GOOD SHEPHERD #2 INTEREST	989.39	
		53,763.63

1,911,884.14

ACCOUNTS RECEIVABLE

17,697.45

TOTAL ASSETS

3,124,216.53

LIABILITIES, INCOME, AND CAPITAL

NOTES PAYABLE-EPIS. CHURCH FNDTM 89,956.87

0.00

DIOCESAN HOUSE LANDSCAPE DEV. RSV	3,589.51
LAND PURCHASE RESERVE	24,999.96
SUSPENSE	5,810.11
FUND BALANCE - BLF	2,202,790.53
FUND BALANCE - MOF	808,689.77

3,034,259.66

TOTAL LIABILITIES, INCOME & CAPI

3,124,216.53

DIOCESE OF OLYMPIA
MISSION DEVELOPMENT FUND

Financial Statement for the Year Ending December 31, 1988

	1988	1987
CAPITAL JANUARY 1	\$ 790,792.81	\$ 738,978.61
INCOME AND EXPENSES		
Interest on Investments	\$ 20,846.40	\$ 13,535.82
Diocesan House Fund Balance	-0-	15,562.26
Bequest, Donations and Refunds	263.88	101,335.99
Sale of Campus Ministry Property	3,691.38	36,160.00
Additions from Operating Account	31,999.96	-0-
<u>Expenses</u>		
Transfer to Building Loan Fund	-0-	(111,139.92)
Audit	(500.00)	(500.00)
Diocesan House Project	(9,815.19)	(2,639.95)
Campus Ministry Sale Expense	-0-	(500.00)
Net Income Transferred to Capital	\$ 46,486.43	\$ 51,814.20
CAPITAL DECEMBER 31	<u>\$ 837,279.24</u>	<u>\$ 790,792.81</u>

89/9/20

DIOCESE OF OLYMPIA
BUILDING LOAN FUND

Financial Statement for the Year Ending December 31, 1988

SUMMARY OF LOAN OPERATIONS

Loans Receivable January 1			
Loans Advanced			\$ 1,411,561.29
Interest Charged on Loans	194,552.16		803,385.96
Payments on Principal	174,811.83		146,169.17
Payments on Interest	(193,974.26)		(360,714.05)
	(161,103.47)		(111,128.54)
Episcopal Church Fund Interest	<u>5,733.68</u>		<u>2,590.37</u>
Loans Receivable December 31	<u>\$ 1,911,884.14</u>		<u>\$ 1,891,864.20</u>

INCOME, EXPENSE AND CAPITAL

Capital January 1			
Income			
Interest on Building Loans	\$ 174,811.83		\$ 149,545.60
Interest on Investments	<u>11,668.06</u>		<u>17,548.94</u>
Total Income	\$ 186,479.89		\$ 167,094.54
Expenses			
Audit	(1,525.00)		\$1,450.00)
Interest Subsidy	-0-		(1,393.56)
Bank Fees	-0-		(20.00)
Adjustments to Capital			
Transfer Between Funds	<u>-0-</u>		<u>111,139.92</u>
Net Income Transferred to Capital	<u>184,954.89</u>		<u>275,370.90</u>
Capital December 31	<u>\$ 2,202,790.53</u>		<u>\$ 2,017,835.64</u>

MISCELLANEOUS TRUSTS

RUN DATE: 12/31/88

BALANCE SHEET
DECEMBER 31, 1988

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ASSETS:

CASH - DEMAND DEPOSIT	6,019.44	
SHORT TERM INVESTMENTS	103,862.85	
CASH - SAVINGS ACCOUNT	209,313.27	
CASH - DEFERRED COMPENSATION	2,310.31	
		321,505.87
HORN UNITRUST		90,000.00
INSURANCE ANNUITY		46,931.45

NOTES RECEIVABLE - ACCOUNTS IN TRUST

HEATH TRUST	9,370.20	
PATRICIA STATEN	36,944.28	
		46,314.48

SECURITIES & INVESTMENTS IN TRST	5,641,891.56	
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TOTAL ASSETS		6,146,643.36
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LIABILITIES, INCOME & FUND BALANCE

TRUST ACCOUNTS - NOTES

KENT, ST. JAMES	9,370.20	
DIO. OF OLYMPIA, BLACKWELL GIFT	36,944.28	
		46,314.48

SECURITIES & INVESTMENTS IN TRUST
FOR DIOCESE

CHRISTENSON BEQUEST	103,048.87
CHINESE MINISTRY RESERVE	35,503.95
MORTON CLAPP GIFT	48,689.54
DAVID DEVIK MEMORIAL	3,751.14
BISHOP CURTIS CAMP SCHOLARSHIP	24,891.77
COLLEGE WORK ENDOWMENT	119,914.28
CANON MCNEIL MISSION FUND	10,108.37
HORN MEMORIAL FOR CAMP HUSTON	677,552.21
CLERGY EMERGENCY FUND	195,601.58
DEVELOPMENT OFFICE ENDOWMENT	265,668.13
VALL-SPINOSA FD-NEWHALEM, ST. FRN	4,464.01
EPISCOPATE ENDOWMENT FUND	1,694,599.84
ST. BERNARD'S CHAPEL FUND	10,990.34
GRACE L. PHILIPS MEMORIAL FUND	250,211.15
MUNROE/NOEL ENDOWMENT	134,788.87
CHARLES G. McDONALD SCHLRSP FND	5,891.93
THANKSGIVING & MEMORIAL FUND	2,719.90
CANON JESSETT MEMORIAL	4,010.94
URBAN MINISTRY FUND	29,199.43
DIOCESAN WORKING CAP. TRUST FUND	115,745.19

MISCELLANEOUS TRUSTS

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JAMES MCCONNELL SCHOLARSHIP FUND	5,037.26
THEOLOGICAL EDUCATION FUND	318,621.45
ELEANOR & CHARLES TAFT MEMORIAL	20,000.00
HODGES ENDOWMENT FOR DIOCESE	492,335.13
 TOTAL SECURITIES FOR DIOCESE	 4,573,345.28

SECURITIES & INVESTMENTS IN TRUST
FOR CONGREGATIONS

CLAYTON BEISH MEM. FOR CLARK CTY	3,459.25
CAMANO ISLAND, ST. AIDAN	4,928.00
PRUDEN FUND	8,855.82
FLORENCE HENRY MEM. CHAPEL FUND	8,377.26
HODGES ENDOWMENT FOR ST. MARK	412,588.44
HODGES END. FOR ST. BARNABAS	33,160.90
HODGES ENDOW.-ST. PAUL/DESERT	54,204.48
JOHNSON BQST-SEAVIEW, ST. PETER	395,244.17
KENT, ST. JAMES-ARNEY MEMORIAL	18,284.04
KENT, ST. JAMES-ENDOWMENT	14,476.66
ANNIE WRIGHT SCHOOL	118,426.51

TOTAL SECURITIES FOR CONGREGATIO	1,072,005.53
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TOTAL SECURITIES & INVESTMENTS :	5,645,350.81
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CASH TRUSTS

CLERGY EMERGENCY TRUST FUND	15,669.78
EPISCOPAL CHARITIES APPEAL	12,671.87
RUTH & JACQUES HAYES MEM. TRUST	1,109.13
FLORENCE HENRY MEM. CHAPEL FUND	<495.95>
HODGES INCOME ACCOUNT	34,711.47
WALTER HORN TRUST	136,931.45
HORN INCOME	35,627.51
MUSTON DISCRETIONARY ACCOUNT	3,823.49
LIBRARY INSURANCE SETTLEMENT	188,862.85
S.A.M. ENDOWMENT CASH TRUST	<6,836.62>
CHARLES G. McDONALD SCHLRSHF FND	546.21
SICK LEAVE CONTRACTUAL OBLIGATN	15,169.84
ST. BERNARD'S CHAPEL, SNOQUALMIE	7,435.36
THEOLOGICAL EDUCATION FUND	7,441.37
 TOTAL	 452,667.76

RESERVE - DEFERRED COMPENSATION	2,310.31
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INTEREST INCOME	0.00
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DIOCESAN INVESTMENT FUND

ACCRUED INCOME PAYABLE	0.00
DIF SUSPENSE	0.00

89/9/23

MISCELLANEOUS TRUSTS

MISCELLANEOUS TRUSTS

RUN DATE: 12/31/88

BALANCE SHEET
DECEMBER 31, 1988

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0.00

TOTAL LIABILITIES, INCOME & FUND

6,146,643.36

DIOCESE OF OLYMPIA
JAMES F. HODGES DIOCESAN INVESTMENT FUND

STATEMENT OF INCOME & DISTRIBUTION		1987	1988
Earnings			
Expenses:			
Computer Services		\$ 525.00	-0-
Audit		1,500.00	1,500.00
Bank Fee		-0-	8.00
Committee Expense		451.53	511.40
Printing		638.10	689.37
Agency Fee		10,941.70	9,239.57
		<u>14,056.33</u>	<u>11,948.34</u>
Net Earnings Distributed to Shareholders		<u>\$ 449,994.91</u>	<u>\$ 532,367.22</u>
STATEMENT OF CHANGES IN PRINCIPAL ACCOUNT			
Value of Fund January 1		\$ 8,574,231.92	(5,509,426 sh.)
Value of Fund December 31		<u>8,910,312.79</u>	<u>\$ 318,154.78</u>
Increase in Value of Fund		\$ 336,080.87	(3,963,482 sh.)
Shares Purchased During Year			<u>235,460.71</u>
Shares Redeemed During Year			<u>82,694.07</u>
Net Increase (Decrease) in Market Value of Fund		<u>\$ (18,270.26)</u>	<u>\$ 929,515.04</u>
Value per Share Outstanding January 1		\$ 53.84	\$ 53.94
Value per Share Outstanding December 31		<u>53.94</u>	<u>59.44</u>
Increase in Value per Share		<u>\$.10</u>	<u>\$ 5.50</u>
Percentage of Increase in Valuation During Year		.002%	10.20%
Earnings of Shares Outstanding January 1		\$ 2.774	\$ 3.186
Percentage of Earnings to December Valuation		5.14%	5.36%

89/9/25

DIOCESE OF OLYMPIA
JAMES F. HODGES DIOCESAN INVESTMENT FUND

BALANCE SHEET

December 31, 1988

	1988	1987
ASSETS:		
Cash Equivalents	\$ 330,430.00	\$ 337,533.00
U.S. Government & Corporate Bonds	3,026,226.00	2,880,525.00
Common Stock	<u>6,411,066.63</u>	<u>5,470,733.00</u>
Total Securities	\$ 9,767,722.63	\$ 8,688,791.00
Principal Cash	-0-	-0-
Income Cash	.68	-0-
Income Receivable	144,874.32	111,134.70
Cash from Investors for Purchase of Shares	57,775.88	106,110.28
Share Redemptions Payable	<u>(47,851.61)</u>	<u>(4,684.98)</u>
TOTAL ASSETS	<u>\$ 9,922,521.90</u>	<u>\$ 8,901,351.00</u>
 LIABILITIES		
	None	None
 CAPITAL:		
Principal Applicable to Shares Owned by Churches & Diocesan Institutions	(166,734.777 sh.) <u>\$ 9,922,521.90</u>	(165,022.689 sh.) <u>\$ 8,901,351.00</u>

DIOCESE OF OLYMPIA

CONGREGATIONAL ASSESSMENTS FOR BUDGET YEAR 1990

(Based on 20.5% of Congregational Net Disposable Income for 1988)

<u>Parishes</u>		<u>Assessment 1990</u>	<u>Monthly Installment</u>
Aberdeen	St. Andrew	\$ 13,416	\$ 1,118
Auburn	St. Matthew	12,708	1,059
Bainbridge	St. Barnabas	42,180	3,515
Bellevue	Resurrection	30,768	2,564
Bellevue	St. Margaret	40,344	3,362
Bellingham	St. Paul	28,236	2,353
Bremerton	St. Paul	17,244	1,437
Burien	St. Elizabeth	23,268	1,939
Centralia	St. John	8,880	740
Chehalis	Epiphany	8,976	748
Edmonds	St. Alban	23,556	1,963
Everett	Trinity	39,636	3,303
Freeland	St. Augustine	16,872	1,406
Gig Harbor	St. John	19,152	1,596
Hoquiam	Holy Trinity	7,104	592
Issaquah	St. Michael	13,812	1,151
Kenmore	Redeemer	22,476	1,873
Kent	St. James	37,512	3,126
Kirkland	St. John	36,324	3,027
Longview	St. Stephen	37,956	3,163
Medina	St. Thomas	63,972	5,331
Mercer Is.	Emmanuel	51,012	4,251
Mount Vernon	St. Paul	17,016	1,418
Oak Harbor	St. Stephen	24,888	2,074
Olympia	St. John	52,356	4,363
Orcas Is.	Emmanuel	15,000	1,250
Port Angeles	St. Andrew	22,152	1,846
Poulsbo	St. Charles	23,856	1,988
Puyallup	Christ	19,260	1,605
Renton	St. Luke	21,984	1,832
Seattle	Ascension	36,144	3,012
Seattle	Christ	27,528	2,294
Seattle	Epiphany	71,820	5,985
Seattle	St. Andrew	33,576	2,798
Seattle	St. Clement	7,680	640
Seattle	St. Dunstan	28,428	2,369
Seattle	St. John	24,276	2,023
Seattle	St. Luke	94,476	7,873
Seattle	St. Mark	103,848	8,654
Seattle	St. Paul	41,772	3,481
Seattle	St. Peter	11,112	926
Seattle	St. Stephen	69,036	5,753
Seattle	Trinity	43,308	3,609
Sequim	St. Luke	14,472	1,206
Shelton	St. David	11,532	961
Snohomish	St. John	16,416	1,368
Tacoma	Christ	34,644	2,887
Tacoma	St. Andrew	22,104	1,842
Tacoma	St. Luke	28,212	2,351
Tacoma	St. Mary	35,700	2,975
Tacoma	St. Matthew	17,208	1,434
Vancouver	St. Luke	24,180	2,015
Vashon	Holy Spirit	16,776	1,398
Sub-totals, Parish Assessments		\$ 1,606,164	\$ 133,847

<u>Missions</u>		<u>Assessment 1990</u>	<u>Monthly Installment</u>
Allyn	St. Hugh	\$ 3,816	\$ 318
Anacortes	Christ	8,448	704
Blaine	Christ	2,388	199
Camano	St. Aidan	6,156	513
Darrington	Transfiguration	1,248	104
Des Moines	St. Columba	14,796	1,233
Elma	St. Luke	1,752	146
Enumclaw	St. Catherine	8,796	733
Federal Way	Good Shepherd	23,760	1,980
Friday Harbor	St. David	8,916	743
Lacey	St. Benedict	18,192	1,516
Lopez	Grace	6,516	543
Maple Valley	St. George	4,620	385
Marysville	St. Philip	15,048	1,254
Meadowdale	St. Hilda/St. Patrick	11,124	927
Mill Creek	St. Francis	14,436	1,203
Monroe	Our Saviour	5,316	443
Montesano	St. Mark	2,436	203
Olympia	St. Christopher	4,200	350
Port Orchard	St. Bede	10,296	858
Port Townsend	St. Paul	11,256	938
Redmond	Holy Cross	20,160	1,680
Seattle	All Saints	9,948	829
Seattle	St. David	9,420	785
Seattle	St. George	14,364	1,197
Seattle	St. James	8,580	715
Seattle	St. Margaret	5,292	441
Seaview	St. Peter	10,452	871
Sedro Woolley	St. James	10,488	874
Silverdale	St. Antony	12,276	1,023
South Bend	St. John	3,516	293
Tacoma	All Saints	14,328	1,194
Tacoma	St. Joseph/St. John	9,168	764
Tahuya	St. Nicholas	4,080	340
Vancouver	All Saints	13,884	1,157
Vancouver	Good Shepherd	27,084	2,257
Washougal	St. Anne	9,504	792
Westport	St. Christopher	1,152	96
Sub-totals, Mission Assessments		\$ 367,212	\$ 30,601
Sub-totals, Parish Assessments		1,606,164	133,847
Total Congregational Assessments		\$ 1,973,376	\$ 164,448

	PLEDGES FOR NEXT YEAR			RECEIPTS			DISBURSEMENTS				CLERGY SALARIES (in \$100)				PROPERTY		INSURANCE
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PER WEEK	PLATE AND PER WEEK	RECEIPTS TOTAL	DIOCESE AND GEN CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE				
1 Aberdeen, St Andrew	71	59169	58424	11.46	77116	8736	3764	56330	80395	275	0	65911	853875		853875		853875
54 Auburn, St Matthew	48	61392	64987	9.84	75946	13584	1678	35134	54340	309	56	69443	490000		490000		533900
2 Bainbridge Is, S Barnbs	243	182000	191666	8.76	207917	37005	3902	153072	193979	476	0	204417	984159		984159		984159
3 Bellevue, Resurrection	127	0	184489	22.04	188506	27636	25239	123557	176432	417	0	184918	855842		855842		855842
4 Bellevue, St Margaret	214	254566	251081	15.23	275694	30996	13012	253789	297797	395	0	265694	1118898		1118898		526916
5 Bellingham, St Paul	232	129523	135103	5.88	153507	26772	2025	108419	158381	416	0	139964	1052000		1052000		3017891
6 Bramerton, St Paul	84	94305	73095	11.25	105617	20595	8092	70339	99026	312	0	85628	1009667		1009667		1009667
7 Buxien, St Elizabeth	121	98833	104904	11.87	131700	22656	9127	93222	131721	340	0	113499	1500000		1500000		1495880
8 Centralia, St John	56	38024	36495	7.63	45216	6936	0	39969	46905	164	0	45216	378980		378980		378980
9 Chehalis, Epiphany	29	23332	27806	7.98	45920	7200	2072	37254	46708	214	0	41690	368802		368802		423446
10 Edmonds, St Albans	123	100000	116501	11.43	154278	19212	4251	59906	149112	220	0	124074	791785		791785		791785
* 11 Everett, Trinity	212	170640	177676	8.50	220283	32148	12020	195915	240083	204	193	180333	516564		516564		1795851
12 Freeland, St Augustine	77	69579	71814	12.79	107756	12744	6063	73933	104139	355	0	89600	482439		482439		482439
13 Gig Harbor, St John	128	92410	94769	12.15	98731	18804	8826	75585	103215	173	0	97531	1201269		1201269		1201269
14 Hoquiam, Holy Trinity	28	14324	16732	8.25	34899	4708	315	31787	36810	180	0	16847	363060		363060		363060
15 Issaquah, S Mich/Angela	77	72783	63507	11.10	87276	14880	972	62744	84711	320	0	75612	460340		460340		460340
16 Kenmore, Redeemer	87	100000	109335	15.13	117088	20712	794	91487	119245	391	53	110486	835228		835228		1391228
17 Kent, St James	160	165000	216263	13.86	285351	43030	15112	138446	196588	284	0	270638	2276561		2276561		0

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* Indicates incomplete or obsolete data.

	PLEDGES FOR NEXT YEAR		RECEIPTS		DISBURSEMENTS				CLERGY SALARIES (in \$100)			PROPERTY		INSURANCE
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD	TOTAL RECEIPTS	DIOCESE AND GEN CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	PROPERTY VALUE	NET BUDGET INCOME	
18 Kirkland, St John	159	201882	208481	11.42	236473	31152	28424	148603	254448	208	0	146968	216208	1466968
19 Longview, St Stephen	179	176688	171301	10.94	250024	32520	33337	152894	249838	416	200	2073431	176481	1519559
20 Medina, St Thomas	458	437882	414306	11.19	505772	78336	38257	303661	516893	276	252	1183320	433840	3168333
21 Mercer Island, Emanuel	263	287106	255688	12.39	268152	37126	10970	211697	268152	290	188	399432	268152	1412653
22 Mt Vernon, St Paul	111	89680	81361	12.32	91194	15000	644	66877	86761	343	0	558159	84210	558159
23 Oak Harbor, St Stephen	107	136916	146973	16.43	163696	25380	12269	100483	138132	406	0	744701	149649	1174266
24 Olympia, St John	254	244589	248648	12.14	262700	47328	6210	212743	266281	481	294	2736242	262700	0
25 Eastsound, Emanuel	67	56833	49543	9.53	89124	14808	1759	59133	83994	296	0	468735	73552	468735
26 Pt Angeles, St Andrew	141	105000	105049	9.71	142879	19848	8599	90475	118922	336	9	1271439	111975	1271436
27 Poulsbo, St Charles	133	112651	114830	12.76	141438	21090	5000	96654	130799	378	0	600959	117638	1033327
28 Puyallup, Christ	132	94000	90408	7.87	105559	17376	8008	78476	106360	290	0	725717	97460	725717
29 Renton, St Luke	131	98000	98137	6.86	113228	18360	2925	90057	111342	379	0	555416	106085	969956
30 Seattle, Ascension	174	171015	199717	10.49	235167	33566	30748	139079	220619	170	0	1670779	212923	1670779
31 Seattle, Christ	129	103421	111477	8.44	138959	23148	4651	114956	142755	383	170	1022000	138959	1877532
32 Seattle, Epiphany	315	327982	306104	13.92	356315	67116	6500	271737	362855	247	125	956517	356315	0
33 Seattle, St Andrew	193	146771	130592	11.31	185254	25992	7426	131592	174277	394	265	2237423	137259	2237423
34 Seattle, St Clement	40	42500	37909	10.13	49179	7140	9923	30271	48615	203	0	411447	43220	411447
35 Seattle, St Dunstan	170	124711	133081	11.32	150994	25452	10883	117913	154248	392	392	1115796	139788	1115796

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	PLEDGES FOR NEXT YEAR			RECEIPTS		DISBURSEMENTS				CLERGY SALARIES (in \$100)			PROPERTY		INSURANCE
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PER HOUSEHOLD	PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE		
36 Seattle, St John	132	90777	96771	7.36	132388	21204	4376	103393	128973	378	0	130262	2216990	2216990	
37 Seattle, St Luke	340	444945	478342	24.60	559117	23942	54388	437971	529857	447	399	506764	1544997	2531259	
38 Seattle, St Mark	377	365493	417893	10.15	636974	89076	69411	497192	677029	96	416	543183	1681190	7716292	
39 Seattle, St Paul	154	156600	194992	12.54	299464	31392	1006	155507	198882	287	203	207873	1188788	1188788	
40 Seattle, St Peter	54	3444	53272	15.76	64491	10776	14124	43442	68342	275	0	53272	1093000	1093465	
41 Seattle, St Stephen	399	345816	346579	13.66	446717	60348	69068	279615	434914	499	303	357543	1037563	3354098	
42 Seattle, Trinity	196	112000	118835	7.72	379623	35568	45765	176927	279184	296	0	241421	1567173	1567173	
43 Sequim, St Luke	0	0	70661	9.00	74456	14220	2872	51463	69326	320	0	73212	262317	263041	
44 Shelton, St David	64	64500	67316	9.31	75147	8963	97	66464	76979	277	0	75147	725000	725000	
45 Snohomish, St John	100	61400	51951	8.12	80368	11496	0	68995	80491	310	0	71502	1300333	1300333	
46 Tacoma, Christ	152	147250	158870	9.31	183851	33204	7805	145077	195574	400	110	171870	4998814	4883694	
47 Tacoma, St Andrew	100	11520	115567	11.95	136963	19116	29688	82950	147967	385	0	119214	1094104	1094104	
48 Tacoma, St Luke	147	116022	126969	10.13	141562	22884	8416	117391	153507	278	0	135594	4490288	1725391	
49 Tacoma, St Mary	214	207000	222175	17.51	359368	34380	20900	202174	653294	438	228	240113	1572565	1572565	
50 Tacoma, St Matthew	57	79903	91663	23.82	100930	17088	2813	66478	99374	80	168	94423	477779	477779	
51 Vancouver, St Luke	133	103233	104148	7.67	162707	21660	4702	95983	153600	378	33	115436	3029477	2726529	
52 Allyn, St Hugh	23	14721	18785	12.46	21004	3996	375	14531	19542	78	0	19604	61283	61283	
53 Anacortes, Christ	50	31880	36718	9.41	39141	7860	509	32580	40949	193	0	37230	95860	314170	
90 Whatcom County Miss, ..	26	12472	12751	6.63	14510	2136	1200	9039	12725	60	0	13301	142000	122042	

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	PLEDGES FOR NEXT YEAR			RECEIPTS			DISBURSEMENTS					CLERGY SALARIES (in \$100)			PROPERTY	
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD	TOTAL RECEIPTS	DIOCESE AND GEN CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE		
55 Camano Island, St Aidan	43	26463	22730	7.17	31939	6372	500	22504	29376	163	0	24439	165537	165536		
56 Camas-Washouga, St Anne	23	32516	34285	14.33	59827	9480	1324	41121	51925	187	0	36355	712569	712569		
57 Darrington, Transfigrtion	12	3900	3586	4.06	7486	1164	504	5006	7260	20	0	3586	62317	62317		
58 Des Moines, St Columba	73	53078	56316	9.18	88564	12192	2820	59649	74661	275	48	64406	288000	587978		
59 Elma, St Luke	16	11916	10849	9.93	17300	1788	707	6750	9245	88	0	11759	143450	143492		
60 Emunclaw, St Catherine	45	28080	27901	8.25	45813	4572	230	37501	45903	0	0	33418	106000	244378		
61 Federal Way, St Shephrd	0	0	117096	18.01	155341	20940	17769	95467	134176	313	0	130900	687665	677665		
75 Friday Harbor, St David	32	34	36545	9.01	45695	10560	25	31175	43960	20	184	39695	183900	284517		
63 Lacey, St Benedict	132	110390	104284	7.09	152979	15072	4599	114076	209225	41	299	112870	803000	803000		
64 Lopez, Grace	28	21575	25260	13.88	33810	5028	1006	26340	38721	173	0	26184	82240	161000		
65 Maple Valley, St George	30	19416	20307	10.85	27512	2460	485	20174	24420	129	0	20315	37359	37359		
66 Marysville, St Philip	65	62445	56954	15.65	83643	13260	3583	66767	85810	309	0	61019	447518	447518		
67 Meadowdale, S Hilda/Pat	50	34920	33026	7.75	71693	11544	678	44152	61591	288	0	34187	435000	435000		
68 Mill Creek, St Francis	53	74240	66913	10.81	86605	10308	3031	69455	106103	309	0	67815	251000	250562		
* 69 Monroe, Our Saviour	21	21866	23402	13.24	37143	6600	1181	28776	52799	88	0	24035	80000	78000		
70 Montesano, St Mark	17	7248	6585	4.52	14326	1884	300	9424	13533	88	0	14266	199518	199518		
62 Olympia, St Christopher	14	13016	16324	9.51	20461	4524	0	16931	21455	137	0	16389	222000	239026		
72 Port Orchard, St Bede	46	29242	36864	7.62	62666	10344	734	46923	58001	150	0	169597	169506	169506		

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	PLEDGES FOR NEXT YEAR			RECEIPTS			DISBURSEMENTS			CLERGY SALARIES (in \$100)			PROPERTY		
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	\$ PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET	PROPERTY VALUE	INSURANCE	
73 Port Townsend, St Paul	58	39860	55063	8.34	59137	9696	898	46576	59778	290	0	56063	466666	466666	
74 Redmond, Hly Cross	90	107000	97877	11.34	146728	13668	1027	85463	101259	247	0	114902	683128	625928	
76 Seattle, All Saints	55	35000	37207	10.08	60041	8312	2420	38230	62621	186	0	45341	465000	465000	
77 Seattle, St David	32	31385	35407	14.80	53500	9624	3394	38130	53551	171	0	43980	403531	731114	
78 Seattle, St George	53	66165	79037	16.34	86396	12936	5366	57692	79240	171	0	80945	774080	774080	
79 Seattle, St James	20	5000	6166	5.93	45749	2580	0	43699	48562	275	0	17990	0	0	
80 Seattle, St Margaret	20	21758	22602	12.07	27890	6072	2080	25698	33850	137	0	27062	125000	116021	
81 Seaview, St Peter	24	18035	15131	5.71	50971	7788	360	44047	54065	343	0	39224	513748	513748	
71 Sedro Wooley, St James	32	47000	45538	14.84	57373	10152	348	45688	56788	343	0	55618	297983	779611	
91 Silverdale, S Antony	44	82355	46314	16.80	105922	6444	1494	53652	64717	246	0	46475	97070	0	
82 S Bend, St John	20	9690	11609	7.97	17421	3900	34	13999	20318	0	0	12671	120500	276702	
83 Steilacoo, S Joseph/John	48	42950	46005	10.17	52159	8808	1762	36228	47702	66	51	47575	155400	433612	
84 Tacoma, All Saints	73	45000	51872	10.39	61224	12096	274	59002	77447	343	0	52950	889005	889005	
* 92 Tacoma, Holy Family	1	1040	2138	0.64	27711	600	676	23201	24948	0	0	17579	0	0	
85 Tahuya, St Nicholas	21	12320	12543	6.89	23195	3663	300	16078	20041	73	0	15881	186000	186000	
86 Vancouver, All Saint	57	55210	55106	11.52	87951	13008	2893	60311	79025	355	0	58627	226000	0	
87 Vancouver, Gd Shephrd	122	199073	201595	16.86	248780	22536	20397	110213	203973	416	0	203973	1568020	0	
88 Vashon, Hly Spirit	65	71917	77821	12.27	79124	13296	0	60654	73950	110	0	79124	650000	585000	
89 Westport, St Christo	6	3790	6228	9.21	9451	380	150	6194	9118	44	0	8502	0	0	
	9532	8497376	9286996	11.34	12151215	1692052	764661	8372307	12014504	0	0	10300596	77013181	85126745	

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	HOUSEHOLDS	PRIOR BAPTIZED MEMBERS		BAPTIZED MEMBERS		PRIOR CONF. COMMUNICANTS		PRESENT CONF. COMMUNICANTS		BAPTISMS			CONFIRMATIONS			SERVICES OF HOLY COMMUNION						PUPILS			
										CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE	4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL	
1 Aberdeen, St Andrew	98	189	206	120	143	2	2	0	0	0	0	0	0	0	83	54	60	2	6	197	94	39	0		
54 Auburn, St Matthew	127	323	358	109	153	8	1	0	0	0	0	0	0	0	110	40	14	2	4	3	106	44	0		
2 Bainbridge Is, S Barnbs	421	946	984	685	707	15	2	0	3	0	3	0	3	0	106	63	49	14	16	0	288	49	51		
3 Bellevue, Resurrection	161	437	440	344	351	7	3	0	4	1	105	185	31	7	7	5	248	120	30	3	0	396	343	0	
4 Bellevue, St Margaret	317	811	855	454	455	9	0	2	2	0	141	116	22	7	5	30	305	182	48	4	0	126	87	0	
5 Bellingham, St Paul	442	988	1041	832	847	9	1	0	0	0	103	132	31	13	17	30	305	182	48	4	0	126	87	0	
6 Bremerton, St Paul	125	286	276	158	144	12	0	0	0	0	102	134	136	8	9	56	126	87	0	4	0	164	44	0	
7 Burien, St Elizabeth	170	347	293	250	220	12	1	0	3	0	103	124	87	10	8	126	164	44	0	4	0	74	44	0	
8 Centralia, St John	92	224	218	176	175	5	1	0	4	0	115	56	80	0	2	9	74	44	0	4	0	57	29	0	
9 Chehalis, Epiphany	67	143	123	132	113	4	0	0	0	0	101	40	31	2	9	25	57	29	0	4	0	221	74	0	
10 Edmonds, St Albans	196	566	571	367	362	17	1	6	2	0	129	59	15	7	10	46	221	74	0	4	0	318	159	0	
* 11 Everett, Trinity	402	880	766	693	707	21	0	0	1	0	107	174	107	9	21	4	318	159	0	4	0	137	36	24	
12 Freeland, St Augustine	108	179	183	129	130	7	0	0	10	2	101	54	11	5	4	45	137	36	24	4	0	179	82	0	
13 Gig Harbor, St John	150	297	331	211	196	6	0	1	1	0	101	69	15	2	7	32	179	82	0	4	0	34	6	0	
14 Hoquiam, Holy Trinity	39	112	65	107	31	4	1	0	0	0	50	19	8	2	3	8	34	6	0	4	0	124	56	0	
15 Issaquah, S Mich/Angels	110	311	255	149	146	5	0	0	0	0	90	21	39	1	6	14	124	56	0	4	0	200	98	26	
16 Kenmore, Redeemer	139	548	567	431	430	5	3	0	0	0	104	138	50	3	1	1	200	98	26	4	0	296	126	0	
17 Kent, St James	300	956	725	534	405	12	2	16	4	0	124	85	21	25	15	64	296	126	0	4	0	296	126	0	

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HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONF COMMUNICANTS	PRESENT CONF COMMUNICANTS	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL	
18 Kirkland, St John	351	1026	970	484	456	15	1	0	10	1	106	90	135	8	8	18	351	150	70
19 Longview, St Stephen	301	659	628	499	478	7	0	0	4	0	110	164	83	6	8	336	264	219	
20 Medina, St Thomas	712	1413	1397	1239	1205	25	8	0	33	4	178	211	76	26	10	338	546	197	185
21 Mercer Island, Emmanuel	397	1165	1180	956	960	10	1	0	0	0	104	88	14	13	11	29	333	126	133
22 Mt Vernon, St Paul	127	263	276	141	156	3	0	0	2	1	99	59	32	6	11	5	140	74	0
23 Oak Harbor, St Stephen	172	404	405	211	209	9	1	0	0	0	103	116	127	6	4	19	228	74	0
24 Olympia, St John	394	882	872	720	704	5	2	0	4	0	105	151	58	7	20	442	368	175	0
25 Eastsound, Emmanuel	100	173	171	83	74	4	2	0	0	0	101	50	6	6	7	166	86	9	0
26 Pt Angeles, St Andrew	208	415	395	320	318	12	5	0	0	0	172	79	292	14	11	50	234	81	0
27 Poulsbo, St Charles	173	423	437	291	299	8	3	0	4	5	145	55	10	16	10	14	215	101	0
28 Puyallup, Christ	221	510	526	444	449	11	0	0	0	0	91	65	26	6	7	20	185	140	0
29 Renton, St Luke	275	672	675	439	423	15	3	0	0	0	102	152	60	17	10	8	226	59	0
30 Seattle, Ascension	366	767	771	563	567	23	4	0	14	2	101	127	382	10	11	199	299	233	0
31 Seattle, Christ	254	387	410	214	208	10	1	0	3	0	126	120	111	16	14	13	186	107	0
32 Seattle, Epiphany	423	869	888	536	549	17	5	0	3	0	110	86	58	28	22	59	257	95	0
33 Seattle, St Andrew	222	491	502	302	291	0	8	0	1	0	94	63	157	5	5	58	218	103	0
34 Seattle, St Clement	72	123	126	82	82	4	0	0	0	0	53	52	22	1	1	57	56	37	0
35 Seattle, St Dunstan	226	476	475	272	284	9	4	0	5	2	129	80	78	14	14	26	214	74	0

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C o n		HOUSEHOLDS				BAPTIZED MEMBERS		PRESENT BAPTIZED MEMBERS		PRIOR BAPTIZED MEMBERS		CONF. COMMUNICANTS		PRIOR CONF. COMMUNICANTS		BAPTISMS		CONFIRMATIONS			SERVICES OF HOLY COMMUNION							PUPILS																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											

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	HOUSEHOLDS				BAPTIZED MEMBERS		PRIOR BAPTIZED MEMBERS		CONF COMMUNICANTS		PRESENT CONF COMMUNICANTS		CHILDREN		ADULTS		CHILDREN		ADULTS		CONFIRMATIONS		HOLY COMMUNION						PUPILS																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										

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	HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV ATTENDANCE	CHURCH SCHOOL	DAY SCHOOL
73 Port Townsend, St Paul	127	233	240	151	158	5	1	3	2	1	104	61	14	4	6	0	97	28	0
74 Redmond, Hly Cross	166	488	494	252	244	15	0	0	1	0	102	45	7	3	4	144	196	125	0
76 Seattle, All Saints	71	189	193	93	99	0	1	0	3	0	114	17	34	6	3	29	73	25	0
77 Seattle, St David	46	184	117	84	60	2	0	0	0	0	103	43	2	1	0	158	68	27	0
78 Seattle, St George	93	175	179	132	132	2	2	0	3	0	102	51	42	1	4	30	107	41	0
79 Seattle, St James	20	41	43	28	30	0	0	0	0	0	52	1	1	1	0	3	35	25	20
80 Seattle, St Margaret	36	53	57	37	36	2	0	0	0	0	52	10	14	1	4	17	44	30	0
81 Seaview, St Peter	51	113	110	83	85	0	0	2	0	0	41	51	11	3	5	25	33	53	0
71 Sedro Woolley, St James	59	126	130	104	108	0	0	0	0	0	100	19	8	2	3	1	60	30	0
91 Silverdale, S Antony	53	33	30	85	100	3	0	0	0	0	100	40	4	2	0	3	75	48	0
82 S Bend, St John	28	103	47	63	39	8	5	1	0	0	17	7	3	0	2	0	30	6	0
83 Steilacoo, S Joseph/John	87	187	185	151	145	4	0	0	0	0	103	63	27	2	5	62	73	23	0
84 Tacoma, All Saints	96	147	146	130	98	0	0	0	0	0	93	22	7	4	3	1	110	30	0
92 Tacoma, Holy Family	64	62	81	24	37	12	13	0	15	0	20	1	0	2	1	32	103	93	0
95 Tahuya, St Nicholas	35	55	53	27	26	0	0	0	0	0	52	7	5	0	1	5	28	8	0
96 Vancouver, All Saint	92	218	228	98	104	10	1	3	4	0	102	22	12	3	0	6	91	54	0
97 Vancouver, Gd Shephrd	230	539	592	274	280	12	4	0	2	0	152	158	22	7	12	35	362	182	0
98 Vashon, Hly Spirit	122	333	308	175	154	3	0	0	1	0	123	75	15	2	6	109	134	100	0
99 Westport, St Christo	13	14	18	14	18	0	1	0	1	0	12	3	15	0	0	36	15	0	0
	15746	35123	34427	23671	23124	680	145	54	208	30	8801	6656	3987	560	609	5855	15194	6812	672



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